

FINANCIAL TIMES

World News

Iraq claims successful launch of space rocket

Iraq claimed that it had launched a rocket capable of putting satellites into space, successfully fulfilling the first phase of its space programme. Page 5

Basic reforms

Lithuania became the first of the republics to abolish the Communist Party's constitutional guarantee of power and Estor is set to follow suit, paving the way for multi-party elections. Page 22

Filipino defiance

Rebel troops holding an Air Force base outside Cebu, the second largest city in the Philippines, are refusing to surrender although most of the insurgents have given up following the coup attempt against President Corason Aquino. Page 22, Analysis, Page 5

Singh peace move

V.P. Singh, new Prime Minister of India, made a dramatic peace overture in Punjab, praying in the holiest Sikh shrine and expressing regret for years of bloodshed. Page 22

Dutch attack accord

The Schengen accord, allowing free movement of people and goods between The Netherlands, Belgium, Luxembourg, West Germany and France by January 1 1990, has come under attack from Dutch MPs. Page 22

Greece foils treaty

Attempts by Nato at presenting a draft treaty to the Vienna conventional arms talks failed following objections by Greece to the exclusion from arms reductions of the port from which Turkey invaded Cyprus. Page 3

S Africa military cut

South Africa is to halve compulsory military service from next year, in a move which could substantially reduce defence spending. Page 5

Brazilian pact

Luis Inacio Lula da Silva, socialist candidate for presidential election, has announced a pact for his campaign with backing from the Social Democratic Party. Page 6

Israeli peace

Israel signalled its readiness to proceed with US efforts to establish Israeli-Palestinian peace talks, but only if the PLO is excluded. Page 5

UK-Argentine talks

Diplomatic and military staff of Argentina and Britain have concluded talks aimed at eliminating potential sources of conflict between the two countries. Page 6

Jordanian challenge

Jordan's experiment with democracy is facing its first big challenge as Mudar Badran, the new Prime Minister, begins his struggle to secure a parliamentary vote of confidence in his cabinet. Page 5

UK drugs traffic

The UK is regarded by the US and Canada as an offshore banking system exploited by drug traffickers estimated to be earning at least \$2.9bn from drug smuggled into the country. Page 8

Montreal massacre

A man who massacred 14 female students on the University of Montreal campus before turning his gun on himself was carrying a three-page diatribe denouncing feminism. Page 8

Record statue bid

A Renaissance bronze statue that went unrecognised in a London garden for more than 30 years fetched \$10.64m, a world-record price. Page 2

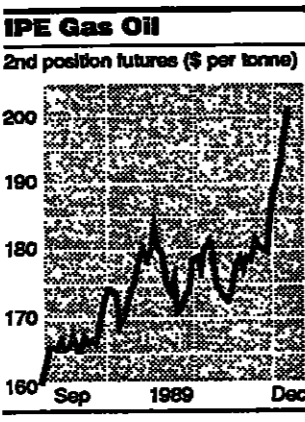
Business Summary

Belgian group aims for new role in metals business

Société Générale de Belgique, Belgium's most powerful industrial holding company, intends becoming a leading global player in the non-ferrous metals business through Acco-Union Minière, an engineering and metals grouping created earlier this year. Page 23

GAS OIL prices took another leap with December futures

2nd position futures (\$ per tonne)



on the International Petroleum Exchange in London closing \$11.75 higher at \$220 a tonne. Page 38

MONDADORI, Italian publishing group, is at the centre of a legal battle following a Milan court's decision preventing the group's board from summoning a special shareholders' meeting. Story and analysis. Page 23

JAPAN'S Ministry of Finance is actively considering moves which would take London's highly profitable Japanese equity warrant business back to Japan. Page 23

GRAND Metropolitan, UK food, drinks and retailing group, emerged from a testing year of acquisitions, disposals, and reorganisation with a 27 per cent increase in pre-tax profits to \$1.14bn. Page 23

ITALIAN and Iraqi commercial relations appear to have been obstructed by the reverberations of the BNL Atlanta affair. Page 6

MCGRAW-HILL, New York publishing and information group, announced a restructuring to reduce its staffing levels by 1,000 full-time jobs and cost the company \$220m in special charges. Page 26

US-Polish first communication joint venture, a \$900m 20-year cable television project, will bring American news, sports and rock music programming to Poland next year. Page 6

TRYGG-Hansa, Sweden's second largest insurance company, is going public on the Stockholm stock exchange in Scandinavia's biggest share issue. Page 24

GREEK cigarette and alcohol prices rose 20 per cent in an economic package adopted by the new all-party Government to cut the country's record public sector deficit by \$1.83bn over the next year. Page 3

CALIFORNIA'S State Insurance Commissioner has ordered a rate increase limit on car insurers as part of a new regulatory regime. Page 6

MPs from nine European countries adopted a report calling for an end to many of the restrictions on sensitive Western technology exports to Communist countries. Page 6

SWEDEN'S central bank increased its discount rate to 10.5 per cent from 9.5 per cent in a further move to dampen down the overheated economy. Page 8

AMERICAN Express confirmed it was reviewing a number of options with its brokerage subsidiary Shearson Lehman Hutton and Nippon Life Insurance which has a 13 per cent stake in Shearson. Page 26

Both sides seek freedom for flights • Emergency Party congress in East Berlin today

E Germany backs Kohl's concept of confederation

By David Marsh in Bonn and Leslie Collitt in East Berlin

THE TWO Germans moved closer together yesterday as the East German Communist Party backed the idea of working towards a confederation between the two countries and East Berlin joined Bonn in pressing the Western war victors for freedom of action in air transport.

Both Bonn and East Berlin want sharply to expand air traffic to meet an expected rise in demand once visa and currency control regulations between the two states are abolished on January 1, as agreed this week. Inter-German air traffic is still controlled by the Allies in a left-over from the Second World War.

In a policy paper drawn up for today's emergency congress, which will attempt to rebuild a party whose leadership has collapsed under the weight of popular protest and scandals, the party's interim managers explicitly endorse West German Chancellor Helmut Kohl's call for "confederative structures."

The paper, which was made public as the Communist-led Government held its first ever "round table" talks on the country's future with the opposition, was understood yesterday as details were announced of three sets of ministerial talks to discuss joint inter-German projects on the economy, the environment and the sensitive area of air transport.

In the most sensitive area, over air traffic, Mr Friedrich Zimmermann, the West German Transport Minister, is due to see Mr Heinrich Scholz, his East German counterpart, in Bonn next Tuesday.

Mr Helmut Haussmann, the Economics Minister, is meeting Ms Christa Luft, the deputy East German Prime Minister responsible for the economy, in East Berlin on Thursday next week.

On the same day, Mr Klaus Topfer, the Environment Minister, will also be in Berlin for talks with his opposite number, Mr Christian Schwarz.

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Lithuania ends Communist guarantee, Page 22; East German anger, Page 2

Husak names PM as Adamec resigns

By John Lloyd in Prague

CZECHOSLOVAKIA'S progress towards political reform was thrown into confusion last night when its Prime Minister resigned as Prime Minister, one day after he had publicly threatened to do so if the conflicting pressures about him grew too great.

His resignation was accepted yesterday morning by President Gustav Husak, who then named Mr Marian Galia, 43, as his successor.

Mr Galia had been Deputy Prime Minister in the Government that was formed on Sunday, and was minister without portfolio in the previous government.

However, late last night, the Communist Party demonstrated a renewed commitment to reform itself when it expelled its former hardline

leader, Mr Milos Jakes, and the former Prague party chief, Mr Miroslav Stepan, from its ranks.

The official CTK news agency said their expulsions from the party were due to "gross political mistakes in tackling social tensions, especially the events of November 17, in which several hundred demonstrators were beaten up by security police in the centre of Prague."

At the same time, the party ordered the rehabilitation of thousands of reformers, including Mr Alexander Dubcek, the Communist Party leader in the Prague Spring, who were expelled from its ranks after 1968.

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\$1.67bn Polish loan plan

By Lionel Barber in Washington

THE WORLD BANK is prepared to lend \$1.67bn to Poland to support the Solidarity Government's efforts in reforming the debt-ridden centrally planned economy, a senior Bank official said yesterday.

But Mr Eugenio Lari, who heads the Bank's East European operations, warned that the new loans are dependent on support from the commercial banks, the International Monetary Fund, and the Paris Club of government creditors which is owed the bulk of Poland's \$39bn of external debt.

Debt relief for Poland is politically sensitive because it could open the door to similar American debtors for similar treatment, but Mr Lari said: "There has to be new money or debt relief, or a combination of the two. If this does not happen we are not going to have a programme."



A worker cleans the entrance to East Berlin's Palace of the Republic in front of the East German state emblem.

Bonn bid to cover EMU talks rift

By Our Foreign Staff

THE West German Government yesterday strove to play down the impact of its talks with Paris, on the eve of the European summit in Strasbourg, over its bid to delay talks on preparing the way to European Monetary Union (EMU) until after the December 1990 general election.

Mr Lutz Stavenhagen, minister responsible for contacts with the European Community, said Bonn was relying on French agreement to the bid to delay until 1991 the start of an Inter-Governmental Conference on monetary union. Other officials said a letter sent on Wednesday by Chancellor Helmut Kohl to President Francois Mitterrand stated Bonn's unchanged commitment to the idea of a conference.

The officials denied that the Federal Republic was putting on the "brakes" on EC integration. They said postponement of the conference "by a few months" from the second half of next year - the time proposed by France - would not hold up the impetus of monetary union.

Mr Jacques Delors, European Commission President, warned of "serious crises" among the Community's member states if they failed to agree a starting date for treaty negotiations to establish EMU. He added that institutional changes, such as the strengthening of the European Parliament's powers on which Mr Kohl has focused, "must not be made a precondition" for launching negotiations on monetary union.

Mr Delors reiterated his own support for a change in political institutions, saying: "One can't have economic and monetary union without institutional reform and a democratic counterweight."

His warning, coupled with his complaint that required changes in EC institutions were being used by some as a pretext for delay on EMU, made clear he was referring to what has been historically the most important bilateral relationship in the Community - that between France and West Germany.

French and Commission officials still believe Mr Kohl may be manoeuvred into accepting a starting date for EMU negotiations that does not clash with next autumn's West German federal elections.

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Swedish merger could create region's largest bank group

By John Burton in Stockholm

PKBANKEN, the Swedish state-controlled bank, yesterday launched a \$1.5bn (£880m) bid for fifth-ranking Nordbanken in a move that could create the Nordic region's biggest banking group.

Nordbanken's board rejected the offer to shareholders despite a higher 10th-hour counterbid by Skandinaviska Enskilda Banken (SEB), which is now Scandinavia's largest commercial bank. SEB dropped its offer after the bank's rejection.

The merger is part of an extensive restructuring that has shaken the Nordic banking world this autumn, including the creation of two big banks in Denmark, another in Norway, and the takeover of four of Sweden's seven regional banks by the country's top banks. The moves follow a fierce competition among European banks caused by the introduction of the EC internal market.

To gain a more international image abroad, the bank had

accepted the lower PKBanken offer was that the two banks complement each other in their geographical distribution. In contrast, Nordbanken and SEB compete in many places.

Acceptance of the SEB offer would probably have caused a cut in Nordbanken personnel and the closure of some of its 100 offices, although SEB had promised that Nordbanken would continue to run as an independent subsidiary.

The deal caps the brief banking career of Mr Christer Zetterberg, PKBanken's chief executive, who is leaving to become president of Volvo in April. Mr Zetterberg, a former forestry industry executive, embarked on an aggressive acquisition drive to boost the bank's sluggish profitability after becoming its head last year.

Mr Kjell-Olof Felth, Sweden's Finance Minister, said he supported the merger because it would help strengthen the competitiveness of Swedish banks against their bigger European rivals.

PKBanken's offer of SKr300 a share for Nordbanken is 50 per cent above its recent price levels on the Stockholm bourse. But it was lower than the bid made for an undisclosed amount by SEB on Wednesday evening, hours after PKBanken and Nordbanken made their intentions known by suspending share trading and announcing a joint news conference.

The Nordbanken board explained that one reason it

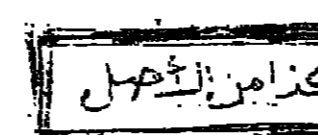
MARKETS

Table with columns for Sterling, Dollar, Stock Indices, and LONDON MONEY. Includes data for New York, London, and various indices.

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Advertisement for Morgan Grenfell's UK Equity Index Tracker Trust. Features a large '95% did not.' graphic and text describing the trust's performance and contact information.



Handwritten note in a box at the top of the page.

EUROPEAN NEWS

Ministers wave open transport market on to runway

Governments and airlines have shown they accept the question is not if but when, writes Tim Dickson

IF PRESIDENT Francois Mitterrand wants to demonstrate to Mrs Margaret Thatcher in Strasbourg today that he is prepared to put his money where his European mouth is, he need not go further than this week's extraordinarily fruitful meeting of European Community Transport Ministers. Twice in 24 hours Mr Michel Delebarre, the French Minister chairing the Brussels session, proved even to sceptics that Paris was willing to modify or even drop apparently entrenched national positions in the cause of creating a more integrated European transport market. The first breakthrough on Monday - the Council's agreement to an experimental cabotage scheme for opening up domestic road haulage to outside competition - is unlikely, important as it is, to capture the public imagination. The second achievement on Tuesday - the clear political commitment of the 12 to sweep away most of the anti-competitive restrictions on air services and to open up the air business after a transitional phase which most see ending by January 1, 1993 - at last holds out the joyful prospect of cheaper fares for European air passengers in the mid-1990s. It is inevitable that the more cynical have since been quick to note that the deal put together in the early hours (though completed in the clear light of day) is in the form of non-binding conclusions; that these, as yet, have no legal force; and that, in the detailed negotiations which will fol-

low under the Irish presidency of the Community in the first six months of next year, the conservative elements will find ways of wriggling out of their political promises. There is certainly a hard slog ahead - but the deal on Tuesday should nevertheless be seen as one of the clearest indications yet that national governments and many of the big airlines they represent acknowledge the irreversible process of the single European market, and that the main question is not if but when it comes into force. By agreeing to abandon completely by the end of 1992 the cosy bilateral capacity-sharing arrangements which inhibit more efficient airlines from increasing their share of a route - and by the same time removing the veto which individual governments effectively have over other countries' cheap fares - the Delebarre package provides air transport companies with a clear but time-limited breathing space in which to prepare themselves for the new world. The significance of this development cannot be judged by recalling the spasm of protest from most member countries when the European Commission first proposed outlawing the age-old 50/50 capacity-sharing deals in favour of a slightly more relaxed 60/40 split. That package, signed in late 1987, was, and still is, criticised for the minimal impact it made in the market place - a more generous interpretation in the wake of the optimism this week is that it provided the vital first nudge in dislodging the bulwark of vested interests. At this stage all predictions about next year's fare trends remain guesswork. The Council conclusions make explicit reference to the desirability of a two-stage jump to 75/25 per cent capacity-sharing targets by November 1992 (before complete removal of the limits) but the passage in the communiqué on tariffs says that during the "interim period" the current system of "flexible zones" will continue, albeit in "a more flexible, simple and efficient manner". At present there are two zones - enabling airlines to introduce with-

The promise of a more open airline market means that EC competition policy - soon to be tested in relation to BA's and KLM's tie up with Sabena - will be a crucial factor in determining the industry's shape to the year 2000

out government approval discount fares down to 65 per cent of the normal economy fare, and deep discount fares down to 45 per cent of the normal economy fare, provided certain conditions are fulfilled. As every bargain-hunting traveller knows, these offers are often limited not only in quantity but in the complex restrictions attached to them. No one knows just how the zones will be developed - and much may depend on the Irish in the first half of next

year - but on the basis of ideas already knocking around in papers written by the French and the Belgians it is possible to see the deep discount band being reduced to say 50 per cent and a simpler set of conditions, such as one or other of the Saturday night stay-over or forward-booking deadlines, being introduced for off-peak flights. There is also talk of some flexibility in the interim period for normal economy fares. Even the optimists, however, stress that more liberal rules and even the ultimate goal of "double disapproval" (where governments would completely lose their veto) are worth little if the airlines themselves refuse to exploit them. "It is still a rather gentleman-like market," says one member state expert delighted with the results this week. For this reason the European Commission is well aware that to be effective the second "interim" package to be agreed by next June, and any final EC air transport framework, must provide the maximum incentives for newcomers, that Brussels' proposals for more "multiple designation" on routes to break up the familiar duopolies between capital cities are taken seriously in the negotiations, and that full fifth-freedom rights (the ability to set down and pick up passengers at an intermediary airport on route to the final destination) are ultimately met. At the moment, for example, the big "hub" airports such as Heathrow and Charles de Gaulle are denied these possibilities. The commitments made by ministers this week would appear to mean

Sweden raises discount rate to cool economy

By Robert Taylor in Stockholm

SWEDEN'S central bank yesterday increased its discount rate to 10.5 per cent from 9.5 per cent in a further move to dampen down the overheated economy. The main reason for the change was to bring the discount rate more into line with the high rates in Sweden's financial markets. Five-year state bonds now have a 12.5 per cent interest rate. Housing interest rates are as high as 15 per cent. Mr Bengt Dennis, the bank governor, said yesterday that Sweden faced a prolonged period of high rates. The discount rate was last raised in April from 8.5 per cent. Yesterday's move is a further indication of the growing pessimism in the market about Sweden's economic outlook, particularly due to the high level of wage and price inflation and the rising current account deficit. There is virtual unanimity among forecasters about the deterioration in competitiveness over recent months. The main trade union federation, the LO, yesterday produced its own prognosis for next year which predicts a massive rise in the current account deficit to SKr38.2bn (53.8bn) from SKr26.1bn, a fall in the growth rate to 1.7 per cent from 2.1 per cent and both wages and prices rising by 8.5 per cent. Mr Dennis admitted that the latest rise in the discount rate would hit investment as well as demand, but he also pointed out that rising costs would have hit industry even if fiscal policy had not been tightened. The central bank said the decision to raise the rate was also prompted by increases in Western Europe and Japan this autumn. The huge outflow of capital from the country over the past few months since the Government decision last January to allow unrestricted investment by Swedes in foreign stock has been an added difficulty. In October the central bank recorded a record net purchase of SKr4.1bn in foreign stocks by Swedes. Yesterday's move provides a further sign that Sweden can expect a tough budget next month from Mr Kjell-Olof Feldt, the Finance Minister, as the Government attempts to reverse the alarming economic trends.

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Greece trips up Nato once again

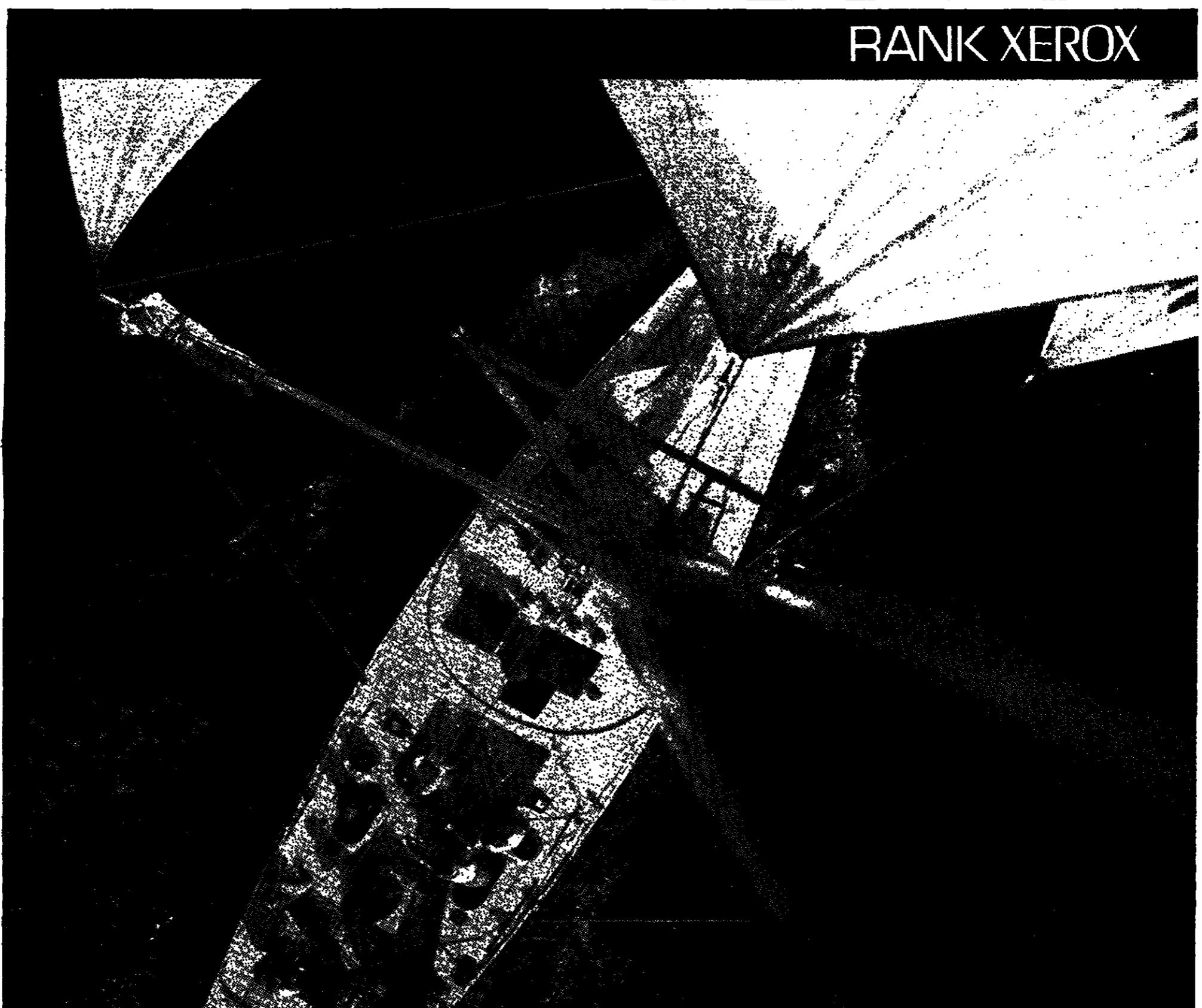
By Judy Dempsey in Vienna

A FRESH attempt by Nato at presenting a draft treaty to the Vienna conventional arms talks failed yesterday following strenuous objections by Greece to the exclusion from arms reductions of the port from which Turkey invaded Cyprus. At least two leading Nato countries argued at one point for the submission of a draft treaty without Greek assent, but they were eventually persuaded that breaking Western cohesion would have set a dangerous precedent. The draft treaty, whose submission would be an important psychological boost to the East-West negotiations on Conventional Forces in Europe (CFE), has now been referred back to the individual foreign ministers and to Brussels for further discussion. At the root of the problem is the port of Merzifon, in the south of Turkey, from which Ankara launched its 1974 invasion of Cyprus and through which it continues to supply its forces occupying the island's north. The Greek-Turkish dispute had been partially papered over through the adoption by the nine Nato countries of ambiguous language on the Turkish reduction issue. This states that in the case of Turkey, the area of application (for reductions) includes the territory of Turkey, north and west of a line running from the town of Gazme to the sea. The route to be taken from Gazme to the sea - whether it should be east of Merzin (the Greek view) or west of Merzin (the Turkish view) - is the point at issue. And it is that prejudicial interpretation of the language which has largely undermined Nato's draft treaty. Several ways of resolving the issue have been mooted over the past few days. Meanwhile, the Warsaw Pact is quietly preparing to present its own draft treaty, probably before the end of the CFE talks end on December 21.

Wide tax increases in Greece

By Karin Hope in Athens

GREEK CIGARETTE and alcohol prices rose by 20 per cent yesterday in an economic package adopted by the new left-party Government to trim the country's record public sector deficit by Dr300bn (51.8bn) over the next year. Transport and public utilities charges were increased by an average 17 per cent, while petrol and road tax rose by 17 and 25 per cent respectively. Mr George Sofilas, the Finance Minister, said the measures would increase by just under one point an inflation rate which is already expected to reach 15 per cent by the end of the year. The Government has promised to reduce the public sector borrowing requirement by three percentage points of gross national product in 1990, to 39 per cent. Although the Conservatives and Socialists quickly reached agreement on the measures, they were delayed until both parties agreed to a Communist demand that no further price rises would be imposed next year. The package also includes an income tax surcharge for people who declared earnings totalling more than Dr2m last year. Private sector companies will pay an extra 7 per cent tax on 1988 profits of more than Dr1m. An extra Dr100bn is to be raised by reducing the spending of state-owned corporations. A hiring freeze is already in effect, while overtime and travel for public sector employees will be strictly controlled, according to a Finance Ministry directive. The measures were announced as new figures showed a sharply increased current account deficit for January-October. According to the Bank of Greece, the deficit totalled \$1.95bn, up from \$944m for the same period last year. A 83.5 per cent increase in imports and a 19.1 per cent decline in remittances from Greeks working abroad contributed to a deficit of \$338m for October, compared with \$40m in 1988. Bank of Greece officials predict that this year's current account deficit will reach at least \$2.5bn.



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EC jobless rate steady at 9.1% during October. THE UNEMPLOYMENT rate in the European Community held steady at 9.1 per cent in October on a month-to-month basis, but was down from 9.7 per cent a year ago, the EC's statistical office Eurostat said yesterday. Renter reports from Luxembourg. Some 14.1m people were registered out of work in the Community in September, the latest month for which absolute figures were available, it said. Eurostat said unemployment among men fell 0.7 points to 7.1 per cent in the 12 months to October, with bigger than average decreases in Britain and Spain, and small increases in Denmark and Italy. Unemployment among women also fell the same period, from 12.6 to 12 per cent. Monthly adjusted jobless figures are highest in Ireland at 15.9 per cent, followed by Italy with 10.9 per cent, and Germany with 10.0 per cent. Luxembourg has the lowest rate at 2.2 per cent. These figures are preliminary.

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CZECHOSLOVAKIA

Forum feeds hope to seeds of democracy

Judy Dempsey looks at traditions of freedom which refused to die

THE remarkable events which have swept through Czechoslovakia have been called many things. The Revolution of the Theatre, so called after actors gave over their stages to striking students. The Gentle Revolution, because of the elegant and quiet way in which millions of Czechs and Slovaks toppled the old grey men from power. The Happy Revolution, because of the way the changes tapped the wonderful wit and humour of the Czechs.

But of all the revolutions which rippled through Eastern Europe this year, perhaps Czechoslovakia's can be the only one which can be described as the "bourgeois" revolution. For not only is it the one most likely to avoid the pitfalls already facing the Hungarian, East German, Bulgarian and Polish experiences. But at the core of the Obcanske Forum, the Civic Forum, set up three weeks ago, is the light of democracy. That light, snuffed out in three periods of the 20th century, has now been rekindled, much to the shock and surprise of communists.

The light shone brightly after 1918, when Thomas G. Masaryk, the Republic's much-loved philosopher President, engendered in his countrymen a deep sense of humanism and social democracy.

Then, social democracy had emerged in the late 19th century and indeed had "infiltrated" the Czech Communist Party, so much so that it had a degree of support in the 1920s, precisely because it had repudiated democratic centralism, the basic tenet of orthodox communism.

Such uncompromising orthodoxy was in contrast to Masaryk's own cherished principles that the only starting point for a dignified national destiny was humanity itself, which, through education and enlightened upbringing, could stimulate national creativity and national self-confidence.

But as he guarded the fledgling democracy, Klement Gotwald, Moscow's choice in riding Czech communism of its social democratic traditions, purged the Party in 1929-29 and imposed Leninist norms among its ranks. The first light of social democracy had been extinguished.

Yet, the Republic remained democratic and at a time when all its neighbours, Germany, Hungary, Poland, and beyond, Spain and Italy, were succumbing to the diktat of fascism. But by 1938, thanks to the betrayal of Czechoslovakia by the Munich Agreement, it was pushed into the Nazi net.

Another light of social democracy had faded. But it was to emerge again after the Second World War. Despite the Leninisation of the party, the old social democratic traditions reared their heads again. But Moscow's communists were in the ascendancy. After the February coup of 1948, many communists with social democratic inclinations were purged, imprisoned or shot.

But what is remarkable is that the communists could not completely extinguish this bourgeois flame. Not even during the frightening Stalinist period. After Stalin's death in 1953, as if from nowhere, those bourgeois/liberal communists who had survived, nudged their colleagues in the institutes to write.

By the late 1960s, the seed of the Prague Spring - the reform movement which had attempted to give socialism a human face - had been firmly implanted by the lawyers. It was they who brought the country's social democratic traditions out of internal exile.

It was like pouring water on parched flowers. The 1960s blossomed as Anton Novotny, the party leader, grew increasingly uneasy. People could again read and talk openly about Franz Kafka and Karel Capek, their great literary heroes. But, again, as if their was something fateful about the figure eight, the tap was abruptly turned off by Soviet-



Socialists find a voice for protest and eye for change

Leslie Colitt in Prague speaks to the leader of the Socialist Party

FEW CZECHOSLOVAKS were even aware of the existence of Mr Bohumil Kuchera, the long-time leader of the tiny Socialist Party, until last November 19 when the socialist newspaper, Svobodne Slovo, printed a front-page attack on the brutal crackdown by the communist leadership on the pro-democracy student demonstration two days earlier.

Today, Mr Kuchera's party plays a pivotal role in the stampee toward democratic government in Prague after 41 years of communist rule. The Socialist Party, which the 68-year-old politician led since 1955, has gained remarkable popularity despite its past role as a willing accomplice of the communists.

Mr Kuchera admitted that he remained silent for decades "not revealing my disagreement with the Communist Party." He has come under heavy fire from his 30,000 members for again manoeuvring the party into a lop-sided coalition with the communist Prime Minister, Mr Ladislav Adamec.

The opposition Civic Forum has also urged him to seek more seats for the two non-communist parties, his own and the Christian-oriented People's Party.

Civic Forum has called for mass demonstrations and a general strike next Monday if the communists fail to relinquish several cabinet posts.

"I think a compromise can be reached if the present (overwhelming) communist majority is lowered to a small majority or a 50-50 balance," he said in an interview with the Financial Times.

Mr Kuchera indicated that his party will strongly urge Mr Gustav Husak, the much-reviled president of Czechoslovakia who helped oust Mr Alexander Dubcek, the reformist leader, after the Soviet-led invasion of 1968, to step down before the end of the week.

A heavy-set, florid man, with the self-assurance of a politician 30 years in office, Mr Kuchera is well aware that his reviving Socialist Party could become the nucleus around which a non-communist socialist government would be formed after the first free elections since 1945.

He expected the elections would take place by next June or, at the latest, October, which was the date advocated by Civic Forum. "We are ready for a coalition with everyone whose concept of socialism, humanism and democracy is the same as ours. But this can only be decided after the elections," he emphasised.

This amounted to a rebuff to Civic Forum's offer this week of a coalition with the socialists and the People's Party to wean them away from Mr Adamec's Government.

But the socialists regard the communist-dominated Government as a mere transition to democratic rule. In an ironic reversal of the situation in 1948 when the communists swiftly co-opted the socialists and converted a democratic system into Stalinist rule, Mr Kuchera's party is, in effect, using the communists to dismantle their control of the state.

The socialist chairman regularly meets the new leader of the Communist Party, Mr Karel Urbanek, but the relationship is no longer that of a subservient party to the mighty communist machine. Instead, the badly discredited Communist Party now desperately seeks some credibility from its association with the socialists.

"I think confidence in the Communist Party has sunk very deeply. The leadership of the Party must realise it is necessary to return to modern times," he stated.

His task was to guide the Socialist Party up to its next congress in April and to then turn it over to a new younger leadership in time for the elections. "It will end my political career," he noted in the satirical manner of a man looking forward to gracefully bowing out of a closing era.

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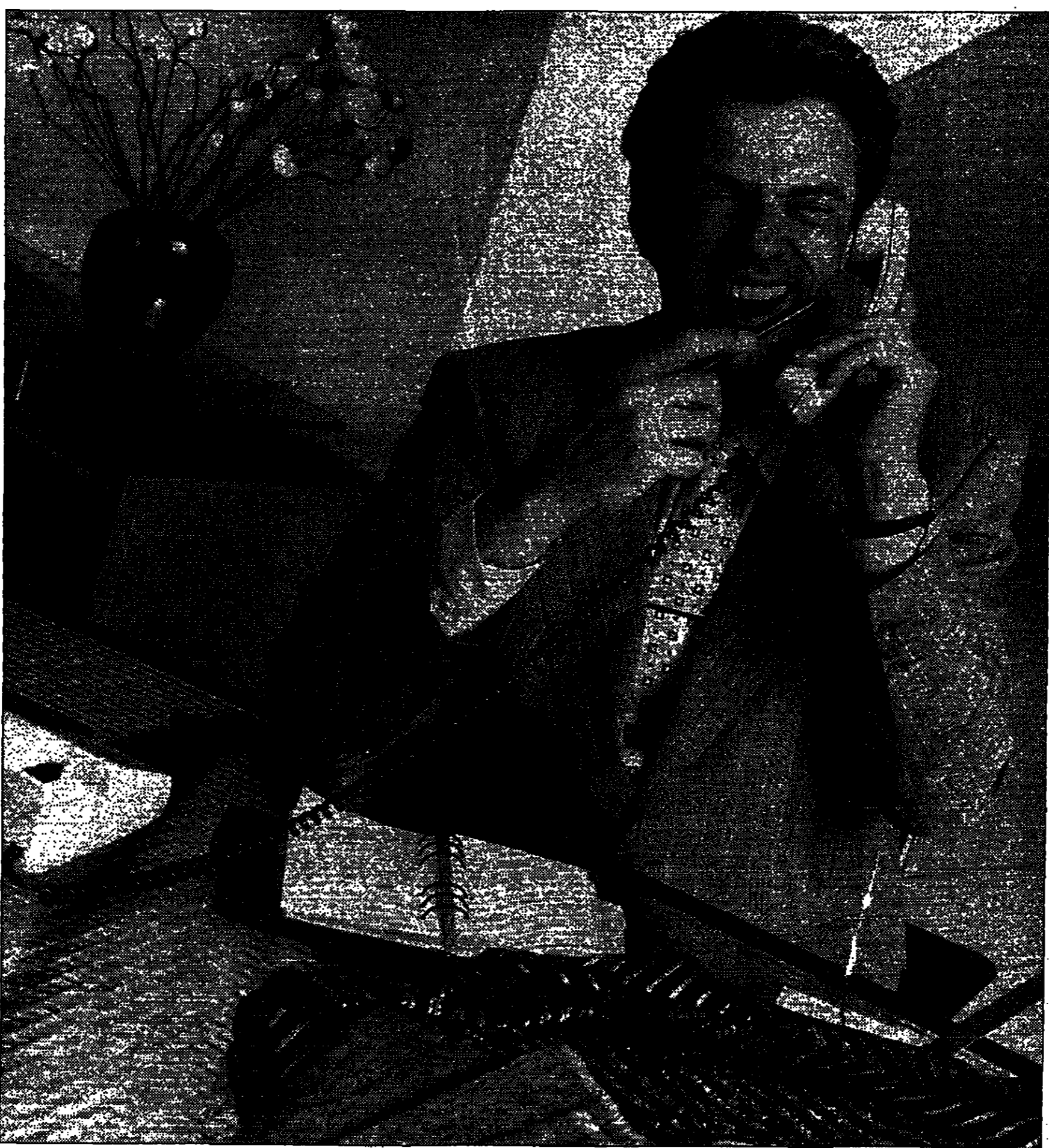
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Handwritten text in Arabic script: "سكينة عيسى"

Handwritten note at the top of the page: "هكذا من اجل"

PLO faces ban on US-brokered peace discussions

By Hugh Carnegie in Jerusalem

ISRAELI officials yesterday signalled their readiness to proceed with US-brokered efforts to establish Israeli-Palestinian peace talks, but made it clear it was doing so on the understanding that the Palestine Liberation Organisation was being kept out of the process.

Washington announced on Wednesday that Egypt, like Israel before it, had accepted, with conditions, a five-point proposal by Mr James Baker, the US Secretary of State.

In an effort to convey a sense of momentum, the State Department also published the Baker plan on Wednesday.

Through most of the details already leaked out, one of the points would allow Palestinian representatives at the talks to raise "issues that relate to their opinions on how to make the elections and negotiating process work."

The next step is intended to be a meeting in Washington between Mr Baker and the Israeli and Egyptian foreign ministers.

In a carefully worded reaction, officials in Jerusalem said Mr Yitzhak Shamir, the Prime Minister, and Mr Moshe Arens, the Foreign Minister, believed it was possible to continue and progress with the peace process.

But the officials stressed that they did so only because their best condition of excluding the PLO was not met.

"The US made it clear to Egypt that it could not accept that Egypt would act as a post-man for the PLO."

Egypt made it clear that it was not acting as such and will not do so, the Israeli officials said.

The success of the US effort depends on somehow reconciling the Israeli position with the PLO's insistence that it must have a say in any peace talks.

Notwithstanding the Israeli statement, Mr Esnat Abdel-

Coup-mongers live to plot another day

Roger Matthews on why Philippines army rebels could claim a mere 'time out'

ATTEMPTED coups against the Philippines Government of President Corason Aquino have become less frequent but progressively more serious during the course of the past four years.

The sixth came perilously close to success, and senior military officers loyal to Mrs Aquino concede that without the intervention of US F4 Phantom jets they would not have been able to regain control of the air - or, by extension, the country.

In the next breath they also concede that there cannot be any guarantee that there will not be another coup attempt, or that next time it will not be successful.

"It would be like me assuring my wife that I would never drink beer again," said Brigadier General Oscar Florendo, the Army spokesman, with that mixture of humour and honesty which both charms and, as often happens, infuriates those trying to help the Philippines chart a more stable future.

And the main reason why that future remains so uncertain is that, as on previous occasions, no-one will be seriously punished for attempting to overthrow the legally constituted government, or for killing dozens of people in the process.

"Surrender or die," Mrs Aquino told the rebels on the second day of the coup. There were people who died - mostly civilians. And eventually the mutinous troops swagged back to barracks, flaunting their weaponry, and cheerfully shouting "time out" to onlookers.

Several of the officers known to have participated in this attempt also took part in the coup attempt of August 1987. The toughest sentence to be handed down to those who have been tried from the last batch of rebel officers was 12 years in jail, but the recipient, who would anyway have been living in some comfort, has escaped. But these officers, not least because of their penchant for appearing on television, are the only ones who could not escape being named.

Of course, apart from these people known to the authorities, there is a constitutional opposition to Mrs Aquino which - because of the relative compactness of the top echelons of Filipino society - has close ties to the military.

Take the controversial Senator Juan Ponce Enrile, for example. A former

defence minister under both the late President Ferdinand Marcos and Mrs Aquino, he is credited with being the inspiration and father figure to the middle-ranking officers who established the potent Reform the Armed Forces Movement (Raf). Those officers, such as Colonel Gregorio Honasan, who was part of both the latest and the 1987 coup attempts, have been historically close to Senator Enrile.

But Mr Enrile, who in the past few years has also built up an impressive business empire, has been chosen to be a member of a committee set up to investigate the causes and perpetrators of the coup.

One of the men the committee will probably be looking at is Eduardo Cojuangco, a close and wealthy associate of Mr Marcos, who returned unexpectedly to the Philippines a couple of weeks ago from the US.

Mr Cojuangco faces a series of criminal charges related to earlier business activities. He fled from Manila on the same aircraft as Mr Marcos and had until recently been denied a new passport to return home. Mr Cojuangco happens to be a first cousin of Mrs Aquino and was close to Mr Enrile when they were both intimately involved in the highly lucrative coconut trade.

Then there is the scarcely less curious case of Salvador Laurel, the Vice-President of the Philippines. While the coup attempt was at its height he said from the safety of his hotel in Hong Kong that Mrs Aquino should consider her future and that he would be ready to serve in a military government "if it was for the good of the country."

Mr Laurel said he had nothing to do with the coup attempt, although he added that Mrs Aquino was quite unpopular and Col Honasan very popular. Some members of Congress would like Mr Laurel to be impeached for sedition, but none of them thinks it is likely to happen.

It is against this background that Mrs Aquino will again be seeking in the coming months to establish some form of authority. There are those urging her to act against her nature and be tough. Others urge her to be conciliatory in order to avoid widening and deepening the all too obvious fissures in the military.

As dawn broke over the financial district of Makati yesterday, the final



Rebel troops swagger back to their barracks from Manila's business district

stages of the "return to barracks" agreement was being negotiated between the rebels and the loyalists. Heading the government side was General Arturo "Boy" Enrile. Facing him across the table was Captain Danny Lim of the Scout Rangers. When Captain Lim married last year Gen Enrile was a "niece" at the ceremony, an honoured role best translated as "godfather". It was therefore not too surprising to hear Gen Enrile dismiss sugges-

Iraq says it tested rocket for space

By Victor Mallat, Middle East Correspondent

IRAQ announced triumphantly yesterday that it had launched a rocket capable of putting satellites into space, thereby fulfilling the first phase of its space programme.

Western officials immediately expressed concern about the large size of the missile, which suggests it could carry a nuclear or chemical warhead, but they said it was unlikely that Iraq had actually fired anything all the way into space this week.

If it had done so, there would be renewed fears in Israel, Tehran and elsewhere about Iraq's advanced missile manufacturing capabilities and its regional ambitions.

Details of the test were unclear. Mr Hussein Kamel, Minister of Industry and Military Production, told President Saddam Hussein that the rocket was launched from the Anbar research base west of Baghdad on Tuesday, according to the official Iraqi media. He said the rocket was a three-stage system weighing 48 tonnes and measuring 23 metres long.

Mr Kamel, a son-in-law of the President, is one of the most powerful men in Iraq, but has been under intense pressure to justify the country's heavy spending on missile research and development.

The superpowers and the other industrialised nations, meanwhile, are equally determined that Iraq should not obtain the sophisticated missile technology it wants, for fear that President Hussein would be tempted to attack Israel or Iran or otherwise destabilise the Middle East.

It may be no coincidence that the Iraqi rocket was launched on the same day as a meeting in London of officials responsible for the Missile Technology Control Regime, perhaps as a gesture of defiance.

The MTCR - formally established in 1987 and adhered to by the US, Japan, West Germany, France, Britain, Italy, Canada and recently Spain - is designed to limit missile proliferation in the developing world by restricting exports of sensitive equipment. MTCR signatories have been particularly concerned about Iraq's efforts to develop a "Condor 2" missile in collaboration with Argentina and Egypt.

"We achieved a very complicated scientific leap on Tuesday, December 5, when we successfully tested the launching of a three-stage rocket to outer space," Mr Kamel was quoted as saying by Baghdad Radio.

First challenge for Jordan PM

By Lamin Andoni

JORDAN'S experiment with democracy is facing its first big challenge as Mr Moudar Badran, the new Prime Minister, begins his struggle to secure a parliamentary vote of confidence in his cabinet.

It took the astute Mr Badran more than 49 difficult hours this week to form a government without conceding to demands from the influential Muslim Brotherhood for key portfolios - including education - following its success in Jordan's first general election in more than two decades. Now he has to confront the Brotherhood's opposition to some of his cabinet choices.

The Brotherhood won 20 seats and was counting on the support of a dozen Islamic independents in the 80-seat assembly, making it the single most powerful group.

Mr Badran, however, caused the first crack in the Islamic bloc by appointing six Islamic deputies while excluding the

Iran reduces dollar rate

IRAN is reducing the cost of dollars sold to importers by about 18 per cent, Mr Mohammed Hosseini Adeli, Central Bank governor, announced on Tehran radio.

The move, which amounts to an upward revision of the rial for some purposes, is part of efforts to attract currency trade away from the black market to official dealings at a "competitive rate" introduced two months ago.

It should also help curb inflation by making imports cheaper. The new rate of 800 rials per dollar will take effect tomorrow.

The "competitive rate" applies to imports by state-related enterprises and purchases by private businesses.

The number of conscientious objectors has risen sharply since the mid-1980s, when troops began to be used extensively to suppress unrest in black townships.

Mr de Klerk, speaking yesterday at Armscor, the state-

Pretoria to cut length of draft

By Patti Waldmeir in Johannesburg

SOUTH AFRICA is to halve compulsory military service from next year, in a move which could substantially reduce defence spending.

Mr F.W. de Klerk, the South African President, said yesterday that the reduction in military service from two years to one was made possible because of the improved security situation in southern Africa.

National military service, which is compulsory only for white males, has proved increasingly unpopular in recent years and has been condemned by business leaders as a drain on the country's limited pool of skilled labour.

Business organisations yesterday welcomed the move.

The number of conscientious objectors has risen sharply since the mid-1980s, when troops began to be used extensively to suppress unrest in black townships.

Mr de Klerk, speaking yesterday at Armscor, the state-

divided over Pretoria's reforms, have decided to boycott a big anti-apartheid conference on Saturday, Reuter reports from Johannesburg.

The latest group to pull out, the National Council of Trade Unions (Nactu), said yesterday that ideological differences with other organisations prevented it from taking part.

Nactu is the second-biggest black labour federation in South Africa.

Other leftist groups, such as the Pan Africanist Movement, have already said they will not attend. Inkatha, the moderate Zulu movement, was also not expected to be present.

Nactu's main objection is the presence of leaders of tribal homelands at the conference.

The homelands, quasi-autonomous territories created by Pretoria, are condemned by radicals as extensions of apartheid race laws.

Correction

Indonesian loan

Indonesia's \$500m syndicated loan signed last week in Hong Kong is being led by a group of 13 Japanese and European banks and not J.P. Morgan, the New York bank, as reported in some editions of Tuesday's Financial Times. J.P. Morgan is leading a \$600m loan syndication for Freeport-McMoran's copper mine development in Indonesia.

Brutality and hardened attitudes mark end of intifada's second year

Israeli public fears of Palestinians tie the politicians' hands and leave the army to cope with the resistance, writes Hugh Carnegie

JABER Hawash, a 17-year-old Palestinian member of the "Red Eagles", a notoriously violent gang from the West Bank town of Nablis best known for its brutal executions of alleged Arab collaborators, made the most of his moment of fame when his Israeli army captors handed him over to Israel television for an interview last weekend.

With cool self-assurance, he said he had no regrets about the eight fellow intifada fighters who had been killed by hand - he did not like using guns, he said. The people had to be "purified". One of his victims was his cousin. "I tied her up. I blindfolded her and I smashed her head with an axe."

Such chilling bravado is doubtless not unique in bitter conflicts such as the Palestinian uprising in the occupied territories, which reaches its second anniversary tomorrow. The Palestinians themselves have plenty of tales of Israeli brutality from the past 24 months. But Jaber Hawash's performance served as a lightning rod for the mixture of fear, suspicion and hatred many Israelis feel towards the Palestinians after two years of the intifada.

"Did you see that terrible interview? What he did to his own cousin? And these are the people we are supposed to deal with," exclaimed a Jerusalem woman.

Throughout the intifada, regardless of the perception elsewhere of an unrelenting "iron fist" against the Palestinians, inside Israel there has been a persistent tendency

to see the uprising as a threat in which Jews are ultimately the victim. Concern about Israeli troops shooting dead Palestinian children tends to be eclipsed by things like the Hawash interview.

Officials also show a hefty majority of Israelis believe the Arabs are capable of inflicting a second holocaust. The first public priority has been to put down the uprising and steer clear of Arab areas and of Arabs generally.

In an analysis in late October of recent trends, Hanoch and Rafi Smith of Jerusalem's Smith Research Centre concluded that incidents such as the suicide attack in July on a Tel Aviv-Jerusalem bus, which killed 19 Jews, and the recent spate of grisly collaborator killings had hardened attitudes. Based on the findings of their latest six-monthly poll, they detected a reversal of a trend of a cautious willingness to make concessions to the Palestinians. Between March and September, support for a settlement based on exchanging land for peace slipped from 53 to 48 per cent.

At the same time there was a significant decline in the minority who felt Israel could live with a Palestinian state in the territories and in those prepared to accept as genuine concessions statements by Mr Yasser Arafat, the Palestine Liberation Organisation leader. Most spectacular of all, 52 per cent said they favoured expelling Palestinian from the West Bank "if no way is found to peace".

These attitudes would seem



Israeli police disperse Arab women who gathered in Jerusalem to mark the second anniversary of the Palestinian uprising

to explain the highly circumspect approach of the Likud-Labour coalition Government towards entering negotiations with the Palestinians. The Likud party of Mr Yitzhak Shamir, the Prime Minister, instinctively inclines not to make concessions and sees little public pressure to do so. The more conciliatory Labour

Party feels public opinion could swing dramatically if the right opportunity for peace presents itself, but it has so far lacked the confidence to force Mr Shamir to choose between softening his stance or the break-up of the coalition.

The net result on the ground has been to leave the main burden of coping with the intifada to the Israel Defence Force.

"The Government has decided not to decide what to do with the West Bank and Gaza," commented an officer.

It is a role the IDF has never been entirely happy with. Its doctrine remains that its primary concerns continue to be the perceived external threats from its heavily armed Arab neighbours - notably Syria and from terrorist incursions.

Mr Yitzhak Rabin, the Labour Defence Minister, said

that the numbers being killed and wounded in the intifada - the total of Palestinians dead is well above 700 - have continued to mount with almost unbroken regularity. The army is quick to point out that a large number of those killed this year were collaborators executed by fellow Palestinians. But it is also true that the army has continued to use gunfire against the smaller, more confined incidents it now typically faces.

The army does not say it has suppressed or ever will suppress the uprising completely. It acknowledges that, at least politically, the intifada is very much alive. But it feels it has gone a long way to reduce the violence. At the same time, IDF officers insist that it has learned to cope operationally, now spending no more than 4 per cent of the total defence budget on the intifada.

In the end the real point is - and here the army's disavowal of a political role looks a little disingenuous - that the cost to it of doing so has not outweighed its attachment to the territories. "Nothing has happened to change the thinking of the IDF of the strategic importance of keeping the mountain ridges and deploying the IDF in the territories," said an authorised army officer. Nor is the IDF keen to be seen by its Arab foes to have been weakened by the uprising. "If we withdraw under the pressure of this, the meaning is so earth-shattering that we have first to make it clear that we can control the situation," the officer said.

AMERICAN NEWS

US consumers positive over economic outlook

By Anthony Harris in Washington

US CONSUMERS remain fairly confident about the economic outlook, but their spending plans are soft, especially for cars and consumer durables.

Mexican PRI accepts loss of Morelia municipality

By Richard Johns in Mexico City

THE RULING Institutional Revolutionary Party (PRI) has recognised the loss to the centre-left Party of the Democratic Revolution (PRD) of Morelia, capital of Michoacan, in last Sunday's municipal elections.

Election boost for Brazilian socialist

By Ivo Dawson in Rio de Janeiro

MR Luis Inacio Lula da Silva, the socialist candidate in Brazil's presidential elections, yesterday received a big boost for his campaign, winning public backing from Mr Mario Covas, head of the Social Democratic Party of Brazil.

Fra Fra confounds the Chilean pollsters

Robert Graham in Santiago ponders the success of the third presidential candidate

POLITICAL gadfly, public nuisance or the true voice of Chile? Francisco Javier Errazuriz has been cast in all these roles while standing as the third candidate in Chile's presidential elections.



Aylwin: still favourite

will also choose a new congress and senate. His support is coming from the lower middle class, whose incomes have not benefited from Chile's economic miracle.

California to limit car insurance rises

By Louise Kehoe in San Francisco

CALIFORNIA'S State Insurance Commissioner has ordered a rate increase limit on car insurance of 20 per cent.

Consumers are angry that the cost of comprehensive insurance for an average family car in San Francisco and Los Angeles is now well over \$1,000 per year for drivers with a good record.

Colombia reels from latest drugs war blow

By Louise Kehoe in San Francisco

A TOTAL of 188 people have died in apparent drug-related violence since the government of President Villco Barco began its drive to rid Colombia of the cartels believed to be responsible for most of the cocaine smuggled into the US and Europe.

They will not defeat us, we will continue the fight, their war is against all of Colombia and democracy," he added.

WORLD TRADE NEWS

Poland and US unveil \$900m cable TV project

By Nancy Dunne in Washington

THE first US-Polish communications joint venture, a \$900m 20-year cable television project, will bring American news, sports and rock music programming to Poland next year.

system is not yet decided, but is expected to include the CNN news channel, ESPN, sports, MTV, rock videos, movies, and drama.

Brazilian battle over satellite contract

By Ivo Dawson in Rio de Janeiro

A FIERCE struggle is under way within the Brazilian government over a \$150m (95m) contract to build the country's second generation of communications satellites.

BNL overshadows Rome-Baghdad talks

By John Wyles in Rome

REVERBERATIONS from what has become known as the "BNL Atlanta affair" appeared yesterday to have been an obstacle to the hoped-for regeneration of commercial relations between Italy and Iraq.

seems to have limited the possible results from the meeting. The most positive was an Iraqi agreement to begin repayment, with interest from next year, with capital from 1992.

Davignon urges simplified trade control regime

By Nancy Dunne

VISCOUNT Etienne Davignon, chairman of the European Round Table of Industrialists, has suggested that the EC adopt and guarantee enforcement of a simplified, transparent export control regime on technology transfers to Communist countries.

MPs back reduction of CoCom export curbs

By William Dawkins in Paris

MPs from nine European countries yesterday adopted a report calling for an end to many of the restrictions on sensitive Western technology exports to Communist countries.

El Al signs flight deal with Aeroflot

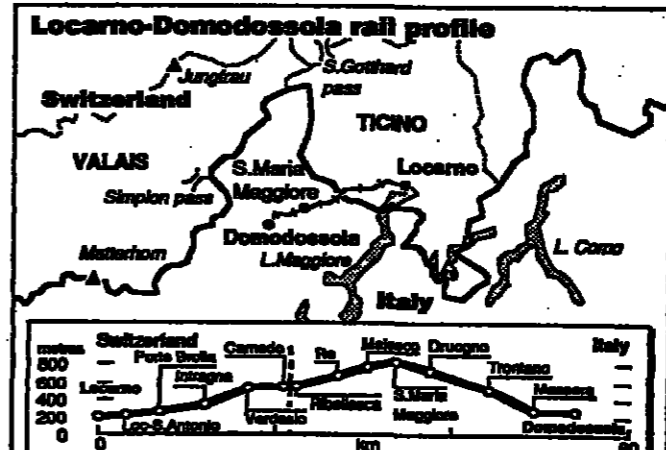
By Ivo Dawson in Rio de Janeiro

El Al, Israel's state airline, said yesterday it had signed an agreement with Aeroflot, the Soviet national carrier, to start scheduled flights between Tel Aviv and Moscow for the first time.

Small gauge, big role for Alps rail

Anthony McDermott on tourism and trade hopes in Ticino canton

HOPES are being pinned on the development of a small railway line between Locarno and Domodossola in Italy to expand tourism in Ticino, the Italian-speaking canton in the south east of Switzerland.



rail networks and between the Swiss cantons of Ticino and Valais in the west.

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UK NEWS

PLANNED LEGISLATION

TV code may be changed before becoming law

By Raymond Snoddy

THE Government made clear yesterday that it was prepared to consider changes to its new controversial broadcasting bill...

Mr David Mellor, the Home Office minister responsible for broadcasting promised yesterday on the day the bill was published that it was not a fictional text.

"It is the best bet the draftsmen could make of it. We are certainly willing to listen," Mr Mellor said.

"I would be astonished if the bill doesn't have significant differences when it ends its parliamentary passage," the Home Office minister added.

The bill will provide for the creation of a new national fifth channel capable of reaching up to 70 per cent of the UK, three national commercial radio networks and several hundred local and community radio stations. It will also allow broadcasting companies to be

taken over for the first time although the agreement of the new industry regulatory body the Independent Television Commission will be needed.

The Government's plans came under immediate attack yesterday from Mr Roy Hattersley, deputy leader of the Labour Party.

Mr Hattersley said the quality of British broadcasting would deteriorate as a result of the Government's intention to sell independent franchises to the highest bidder.

There was nothing in the Government's quality standards about drama, educational or religious programmes.

Deloitte Haskins & Sells, the accountants and management consultants last night forecast a significant influx of foreign investment into the UK television industry as a result of the Government changes.

The "sealed bid" procedure following a quality threshold seemed tailor-made for companies from other European Community countries, according to Deloitte.

Government's new legal Bill allows for 'evolution'

By Robert Rice, Legal Correspondent

THE Government gave the first indication that its planned reforms of the legal profession might not lead to major changes in the existing rights of barristers and solicitors to appear as advocates in the higher courts.

Speaking following the publication of the Courts and Legal Services Bill, Lord Mackay, the Lord Chancellor, the senior politician in charge of the judiciary, said the Bill provided the machinery for resolving the dispute between barristers and solicitors on rights of audience in the higher courts.

But he rejected a suggestion that the Government had missed an opportunity to

resolve the dispute once and for all by making specific rules. "Rage change in this area might not be right. Evolution may be a better way forward", he said.

Among the Bill's main proposals are measures to allow banks and building societies to do conveyancing and the establishment of an Authorised Conveyancing Practitioners' Board to regulate them.

The Bill was welcomed by the Law Society, the solicitors' professional body. Mr David Ward, the society's president, said it was a "real improvement" on the original proposals on rights of audience which had prompted a storm of protest.

They came, they saw, they left engineering

By Nick Garnett

HAS there been a miracle transformation in managerial attitudes within Britain's manufacturing companies? You must be joking, says this year's crop of UK engineering graduates.

An independent survey of 1,850 final-year engineering students, almost all of whom have had work experience in companies, shows a deep-seated disillusionment with the way manufacturers treat engineers.

The status of engineers within those companies remained poor, middle managers were obstructive and hindered progress and salaries were far too low.

As a result just 35 per cent of these graduates intended staying in engineering, according to Imperial Ventures (IVL), the company which carried out the survey.

One of the most disturbing aspects of the IVL report was that of the one third of students sponsored by a manufacturer, 44 per cent said their experience in their sponsoring company had tended to turn them off engineering.

IVL, whose report was sponsored by a dozen large British companies including British Petroleum, GKN and Lucas, said one of the reasons for this was a perception that engineers were not given enough interesting or important projects.

The report is upsetting for British companies because they are already facing great difficulties in recruiting engineers. Between 1985 and 1988 applications for engineering and technology courses fell by 22 per cent.

At the press conference to present the report yesterday, the way manufacturing companies used engineers was defended.

Mr Denis Filer, director general of the Engineering Council, agreed there were many problems with the status of engineers in the UK but said the students had some misconceptions about manufacturing.

They had not worked long enough in it to realise how many positive changes had occurred over the past 10 years.

Since then, retailers and

Lloyd's business distinctions to end

By Patrick Cockburn

LLOYD'S of London, the private insurance market, is to end the division of its business into the four traditional sectors of marine, non-marine, aviation and motor which it says has become a barrier to some types of insurance being placed in the market.

The change will take effect from the beginning of 1991 to enable syndicates to obtain the necessary underwriting expertise and to ensure that Lloyd's 31,000 members or Names are fully informed about the change.

Mr Alan Lord, Lloyd's chief executive, said yesterday that the move will make it easier for clients to seek cover on a single policy for a wide range of risks cutting across traditional market barriers.

The market would also obtain greater flexibility in using its £11bn capacity.

Lloyd's originally developed as an insurance market for shipping in the eighteenth century but has taken non-marine business on an equal footing with marine since 1903 and the aviation market has constituted a separate sector since 1951.

Over the years, however, the market barriers have never been absolute with marine syndicates taking a proportion of non-marine business. Insurance of energy risks is done by both marine and non-marine underwriters.

Lloyd's brokers were yesterday generally in favour of syndicates being able to underwrite all types of risk, but cautious about the extra business it would generate.

Mr David Rowland, chairman of Sedgwick Group, the insurance brokers, said that he saw the decision as part of a general long-term shift by Lloyd's towards greater sensitivity to the needs of clients.

However, underwriters at Lloyd's have been increasingly critical of the ending of traditional barriers which was opposed by market associations uniting underwriters in the four traditional sectors.

The main objection to the ruling is that premium rates may be squeezed by big syndicates looking for new business outside their traditional sectors. Small syndicates with specialised business could also be threatened.

agreed with Mr Collis that the issue had been blown out of proportion and was only now being returned to its proper dimension.

The Consumers' Association, which has been at the forefront of demands to have the names of offending microwaves named, has welcomed the decision by Amdea to make public a list of the makes and model numbers of all the ovens tested for the Ministry of Agriculture, Fisheries, and Food, by the AFRC Institute for Food Research.

According to the CA's director Mr John Beishon, the list offers some help to microwave owners, especially those whose machines are designated "satisfactory." But although the association said last night that public inquiries about microwave ovens had tapered off over the last 24 hours, their

advice was still that there should be no room for complacency.

The CA insists that although the advertisements in the national newspapers are a step in the right direction, better and fuller information needs to be provided on specific models which have been covered by the Government tests.

There was also lingering concern last night about the way the Government had handled the whole issue, with the CA suggesting that the MAFF had met the public's right to know by an unnecessary tortuous route.

Mr Beishon for the Consumers' Association said the "real issue" was the MAFF's "responsibility to make sure that consumers are given all the information available."

Some leading makers whose products have been cleared by the tests are understood to

believe that the Government has unnecessary confused matters and feel that they have been damaged by the MAFF's mishandling of the microwave report.

The ministry was last night insisting that it had reacted "with speed" in producing the report initially and had acted correctly by advising consumers to seek clarification from manufacturers.

Against the background of continuing controversy, some retailers were last night still adopting a cautious "wait and see" attitude before predicting a longer term effect on sales.

Dixons, the electrical retailer, which stocks six brands of microwaves cleared by the government test, but which has removed a seventh from its shops, predicted that it was "very early days" to gauge the real reaction of consumers.

Opposition presses charges of 'sweeteners' in Rover sell-off

By Kevin Done, Charles Leadbeater and Ralph Atkins

ADDITIONAL "sweeteners" were involved in British Aerospace's takeover of Rover last year, including raising the limit on foreign ownership of BAE shares, Mr Gordon Brown, Labour trade and industry spokesman, claimed yesterday.

As the opposition intensified its pressure on the Government over its handling of the Rover takeover, Mr Brown disclosed copies of confidential letters between Lord Young, Secretary of State for Trade and Industry, and Professor Roland Smith, BAE chairman, written shortly before the deal was finalised last July.

A separate confidential record, disclosed by Mr Brown, of a meeting of the BAE steering group formed to handle the Rover takeover negotiations, reveals how Lord Young advised BAE on the risks of the European Commission "picking up" the secret financial concessions and warns of the need to "avoid unnecessarily raising the profile of the issue."

One "indirect" concession discussed and raised by Professor Smith in his letter was the raising of the limits on foreign

ownership of BAE equity. In a reply of July 13 last year Lord Young said he was willing to consider this proposal "sympathetically."

This change in the company's articles of association was cleared by the Government in August when the limit was raised from 15 to 30 per cent. Mr Brown claimed that the other additional sweeteners included tax arrangements favourable for BAE. Mr Brown said that while the tax advantages were calculated by Brussels to be worth £26m and BAE calculated them at £35m, the maximum could be £55m.

BAE also sought early payment of launch aid for Airbus, in which BAE is a 20 per cent shareholder, as one way of "bridging the gap."

The exchange of letters reveals how Lord Young advised BAE on the risks of the European Commission "picking up" the secret financial concessions and warns of the need to "avoid unnecessarily raising the profile of the issue."

Mr Brown said the documents showed how the Government planned to conceal

and to deceive the European Commission and the House of Commons even to the point of weighing the risk of being found out according to what particular course and deception was followed.

Mr Brown called for a full statement from Mr Nicholas Ridley, Trade and Industry Secretary, and called on Mrs Margaret Thatcher, the Prime Minister, to "explain her role in this deception of the European Community and of Parliament."

The Prime Minister was again forced on to the defensive in the House of Commons yesterday, as she faced an accusation by Mr Roy Hattersley, deputy Labour leader, that the Government had entered into "calculated deception". In heated House of Commons exchanges, Mr Hattersley said the Prime Minister was going to the European summit in Strasbourg, with a "tarnished reputation".

The Public Accounts select committee which is examining the Rover sell-off, is likely to meet privately within the next week to decide how to proceed with its investigation.

Ministry serves up a microwave confusion

Jimmy Burns looks at repercussions of tests showing some ovens fail to kill bacteria

AMONG the Christmas advertising in the newspapers this week, two groups in particular appear to have been vying with particular urgency for readers' attention.

One group, retailers, has been plugging competitively priced ranges of microwaves. The other, leading microwave manufacturers, has provided a checklist of correct usage for the machines, aimed not just at cooking fast and efficiently, but more pointedly at how to kill the poisonous organism known as listeria.

Earlier this week, public concern was fuelled by a Ministry of Agriculture report which said that of 102 microwave ovens tested, nearly a third had "cold spots" at which food was not heated to the 70 degrees centigrade necessary to kill bacteria.

Not everyone yesterday

agreed with Mr Collis that the issue had been blown out of proportion and was only now being returned to its proper dimension.

The Consumers' Association, which has been at the forefront of demands to have the names of offending microwaves named, has welcomed the decision by Amdea to make public a list of the makes and model numbers of all the ovens tested for the Ministry of Agriculture, Fisheries, and Food, by the AFRC Institute for Food Research.

According to the CA's director Mr John Beishon, the list offers some help to microwave owners, especially those whose machines are designated "satisfactory." But although the association said last night that public inquiries about microwave ovens had tapered off over the last 24 hours, their

advice was still that there should be no room for complacency.

The CA insists that although the advertisements in the national newspapers are a step in the right direction, better and fuller information needs to be provided on specific models which have been covered by the Government tests.

There was also lingering concern last night about the way the Government had handled the whole issue, with the CA suggesting that the MAFF had met the public's right to know by an unnecessary tortuous route.

Mr Beishon for the Consumers' Association said the "real issue" was the MAFF's "responsibility to make sure that consumers are given all the information available."

Some leading makers whose products have been cleared by the tests are understood to

believe that the Government has unnecessary confused matters and feel that they have been damaged by the MAFF's mishandling of the microwave report.

The ministry was last night insisting that it had reacted "with speed" in producing the report initially and had acted correctly by advising consumers to seek clarification from manufacturers.

Against the background of continuing controversy, some retailers were last night still adopting a cautious "wait and see" attitude before predicting a longer term effect on sales.

Dixons, the electrical retailer, which stocks six brands of microwaves cleared by the government test, but which has removed a seventh from its shops, predicted that it was "very early days" to gauge the real reaction of consumers.



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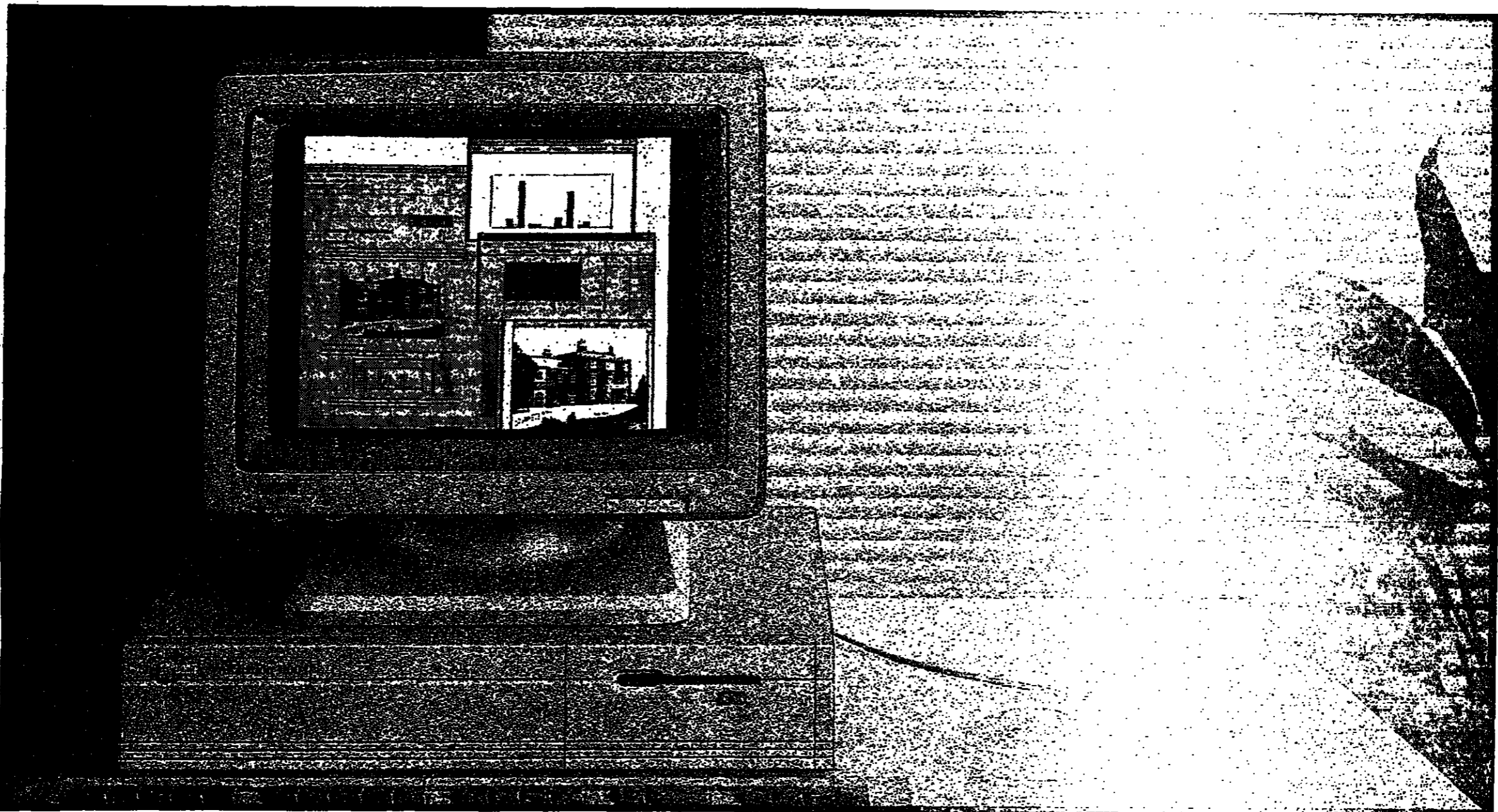
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THE PROPERTY MARKET

Banks confident, but lending rise to slow

By Paul Cheeseright, Property Correspondent

Banks are surprisingly confident about the property market. Much more so, in fact, than might be suggested from the freely expressed concerns that some might take fright at the downturn in returns, pull out a plug, and precipitate a financial crisis in the sector.

The Bank of England's calls for prudence in the sector, expressed by Mr Robin Leigh-Pemberton, the Governor, have as their background the fear that a foreign bank, having hunched into a market it does not understand, might lose its nerve.

That may happen, of course, but a survey of bankers carried out by Woolgate Property Finance showed that only three per cent of respondents expected their commitments to decrease while 60 per cent of them expected their commitments to grow.

The Woolgate survey excluded the clearing banks but covers about two thirds of the lending market so it is as clear an expression of bankers' intentions as one is likely to obtain.

But the growth in lending will not be as fast as it has been. When Woolgate last did a survey in November 1987 it found that 83 per cent of the banks were planning to increase their commitments.

This is consistent with the way the official figures for bank lending have started to move. At the end of August, nearly £30bn was outstanding in the sector and this total figure showed a rise of £2.7bn over the previous three months.

However, noted Savills, chartered surveyors, in their latest property investment bulletin, "this is a rise of only 10 per cent, the smallest increase in percentage terms since May 1988. Moreover, bank lending to property is still running at less than eight per cent of total bank lending compared with 12 per cent in 1974 at the time of the property crash."

The expressions of confidence implicit in the Woolgate figures and the favourable comparison of the present situation with 1974 do not necessarily mean that the banks will be generous in their attitude to

borrowers. "We expect to see banks pressurising over-extended property companies to reorganise their affairs, mainly in concert with stronger partners," said Healey & Baker, chartered surveyors.

Banks anyway are scrutinising much more carefully the flood of loan applications. They are raising their margins and their fees for setting up loans. And, observed Woolgate, "more than half the banks would not consider loan proposals for residential development and City of London office development." In other words, the banks are shy of precisely the market sectors which are most obviously the immediate source of worry.

One of the features of the market since the mid-1980s has been the spread of limited or non-recourse borrowing where the security of the banks is in the project itself, the borrowing company has very limited or no liability at all.

But, predicted Mr Philip Middleton of Bankers Trust, this could be changing. He was speaking this week at a conference on development loan

monitoring organised by Bankers Trust and Project Management International.

Talking of the possibility of shifts in the type of lending because of a softening of the market, he said, "It will be considerably more difficult to lend on a project basis alone. We will want more guarantees from the developer. We'll be looking more closely at the developer's balance sheet, his gearing."

Two points about this should be noted. First, his remarks have to be seen against the background of the Woolgate survey which showed that North American banks have a greater commitment to limited or non-recourse loans than the average of all banks, so it is a straw in the wind.

The second is that while the banks may be prepared to increase their exposure to the property sector as a whole, they appear to be increasingly chary of development loans, preferring the easier course of investment loans, for existing buildings, where it is immediately apparent if there is enough rental income to cover interest charges.

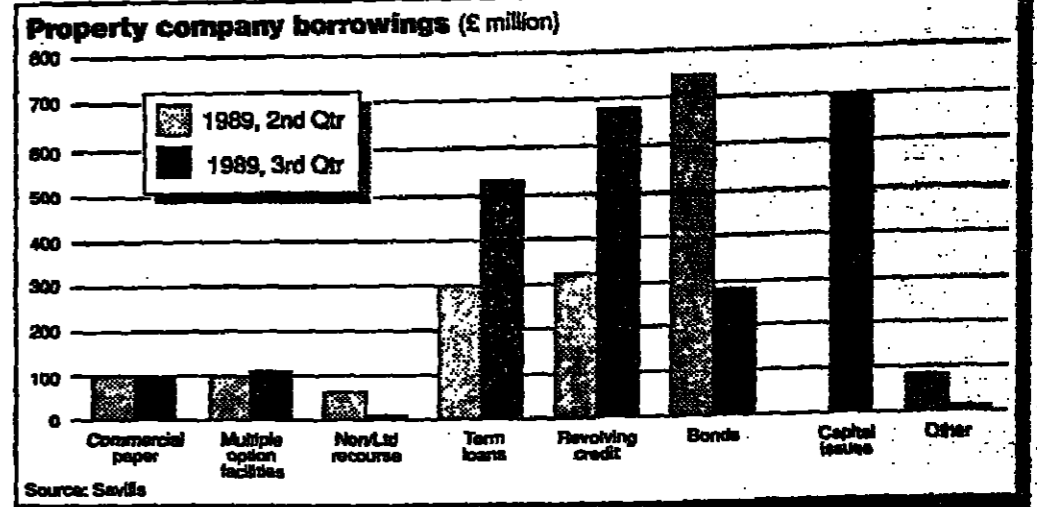
"Commitments to lower risk investment loans now represent 58 per cent of their portfolio compared with 50 per cent two years ago. Banks expect this to increase to 63 per cent on new loans," said Woolgate.

To some extent, of course, this is a reflection of the way the property market is moving. The spurt of development in central London, although not in the regions, appears to be weakening, but the investment market remains strong. And it is the London area which absorbs most of the money.

Despite the uneasiness which has crept over the market since returns peaked at the beginning of this year, banks are continuing to exploit and devise new products. Smaller operators, for example, are looking at new ways of providing topping-up loans - mezzanine finance - on the assumption that, the more careful the large operators become, the greater their opportunities to provide funds around the margin of a project.

At the same time the banks are seeking to protect their own position through the greater use of commercial mortgage indemnity insurance against non-payment of loans. More than half of them had used it and three-quarters of the remainder said they would consider using it, Woolgate reported.

There is also a growing readiness among the banks to seek a share of the profits their loans might generate; they are not satisfied simply with interest payments. Over half the banks expected to take a profit



share in projects they might finance over the next year and a further 38 per cent thought they might.

This represents a change in traditional banking practice. But it is not as striking as the change which appears to be presaged in the duration of bank loans. "Very much in line with their commitment to investment finance, the banks estimated that 42 per cent of their existing portfolio would be refinanced rather than repaid through property sales," Woolgate reported.

The banks, then, appear to be shifting from their usual position of short and medium term lending, to become more long term lenders. If this is the case, it offers the possibility that one worry, current in the property sector, may gradually be removed. This is the very basic question of who can pay back the banks.

The question has become the more acute as the domestic institutions have retreated from the market. As Savills remarked, "after a fairly strong year of institutional investment in 1988, it looks as though 1989 investment levels will barely reach £2bn." There are better immediate returns from cash than property.



Where the banks are expecting property sales to pay them back they anticipate, according to the Woolgate survey, that the UK institutions will take 38 per cent and foreign investors 30 per cent. Given the recent tactics of the UK institutions and the fact that, with few exceptions they were unable or unwilling to respond to the surge in values from the mid-1980s, this expectation looks remarkably sanguine.

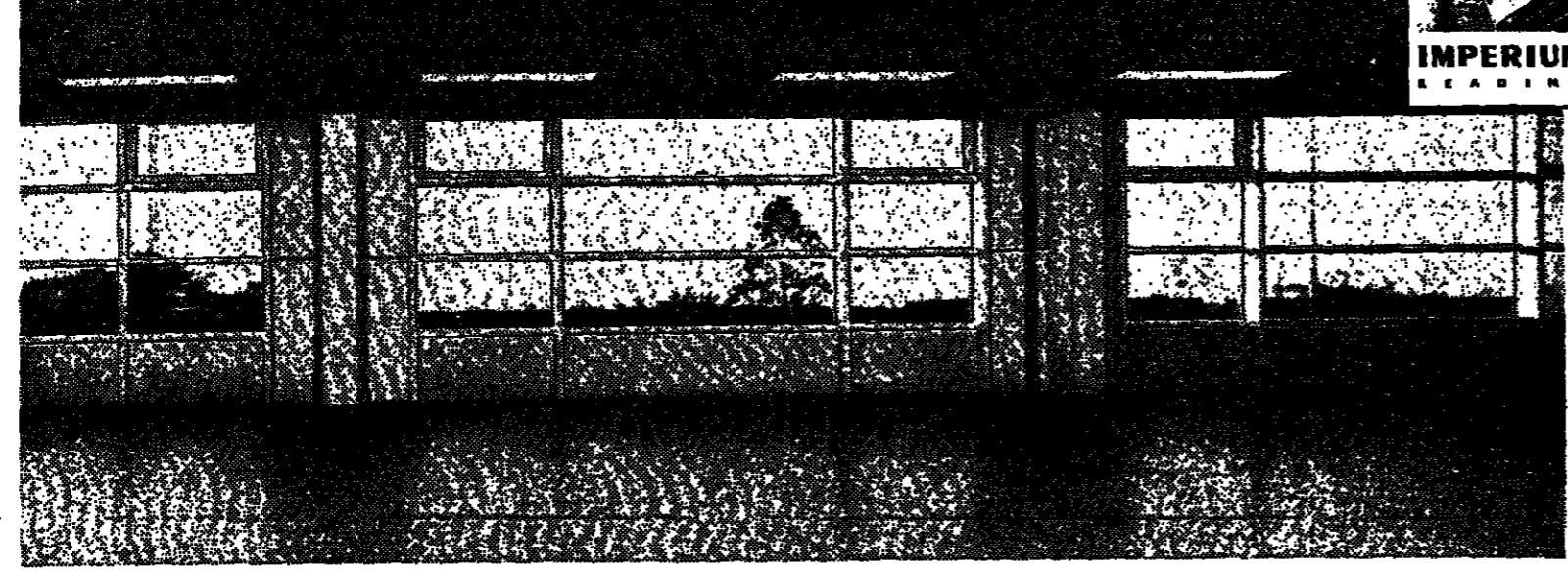
The foreign investors are difficult to read. One might expect steady but highly selective Japanese buying. But Japanese institutional buyers have tended to concentrate on a few central buildings. Scandinavian investors, who have been more varied in their choices and less selective geographically, could stop their investment as quickly as they started it. Who next, then, for that 30 per cent? The Americans?

Perhaps the banks' readiness to refinance their loans is a simple acknowledgement that short of foreclosures, they might have little alternative.

	Retail	Office	Industrial	All Property
Year to October 89	7.7	19.7	24.7	15.1
Quarter to October 89	1.0	2.8	5.4	2.5
Month of October 89	nil	0.5	0.9	0.5

Source: Investment Property Database



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FINANCIAL TIMES SURVEY

Technological progress is leading to a kind of industrial revolution in reverse, as the move back to the country from the cities gathers pace. **Bridget Bloom** analyses the benefits, such as new jobs, and the drawbacks posed by the rapid spread of "development".

A golden hue for green belt

WE MAY have to wait for history to tell us whether rural England is undergoing as profound a change as it did in the agrarian revolution of the 18th Century and the industrial revolution which followed that. But it may come as a surprise to many people that the 1980s can even be described in these terms.

Listen to the academics: "Industrial revolution in reverse?" asked Professor Peter Hall, of Reading University, a couple of years ago, as he spoke of "a profound decentralisation of the population on a very large spatial scale."

Prof Hall traced not only the well-known decline in the population of Britain's inner cities but also the less familiar concept of what he termed the Golden Belt and the Golden Hoop - dynamic areas of new growth stretching out along motorways and clustering around once-remote rural towns to provide new jobs and houses and pressures on services undreamed of only a few years ago.

Or Professor Howard Newby, late of Essex University and now heading the Economic and Social Research Council, who declared that "for the first time since the industrial revolution, technological change is allowing rural areas to compete on

an equal basis with towns and cities for employment."

"The most obvious sign in the countryside itself of the new rural revolution is, without doubt, the spread of "development" - a proliferation of new houses, housing estates, new roads and motorways, supermarkets and business parks which you will see, for example, on a drive northwards from London into East Anglia - through Suffolk, Norfolk and Cambridgeshire, past provincial centres such as Ipswich, Norwich and Cambridge and around a score or two of once sleepy market towns such as Woodbridge, Diss, Wymondham or King's Lynn.

The same phenomenon can be observed westwards from London, beyond the Home Counties. Prof Hall defines the Golden Belt as embracing Devon, Dorset, Somerset, Oxfordshire and Northamptonshire as well as Cambridgeshire, Norfolk and Suffolk. The Golden Hoop, he argues, stretches from the Isle of Wight to Lincolnshire and takes in Hampshire and East and West Sussex too.

The "revolution" which all this seems to portend has been brought about by many factors, though with two critical elements.

One is the astonishing



The Rural Revolution

growth of the new information technology which, with its computer, portable telephone and fax machine, has made it possible for many more people to live and work in the countryside.

The other is the decline of agriculture. No longer the mainstay of the rural economy, agriculture is releasing both land and people for new uses and employment.

Along with these key factors have come improving road and rail communications, including the much-maligned M25, and greater wealth in much of the rest of the economy, underpinned by the enterprise culture fostered by the Thatcher government. These factors

together have helped to swell the numbers of people leaving the conurbations for employment, for retirement and for general "quality of life" reasons.

Articles elsewhere in this survey analyse the demographic movements in population (in so far as this is possible, for there has been no national census since 1981) as well as the impact of the changes on agriculture, employment, housing and property, communications and the environment.

The benefits of the revolution are considerable - as are the problems. One of the important achievements has been the creation of new jobs

in rural areas at a time when, because of the continuing loss of jobs in agriculture, they have been most needed.

It is difficult to be sure precisely how many new jobs have been created country-wide, but the government-financed Rural Development Commission (RDC), whose function is to promote economic development in many of the more remote rural areas, is well placed to observe the trends.

In its 27 special rural development areas (RDAs), designated only in 1984 as areas of special need, it has charted population growth of up to 4 per cent in all but three and a dramatic drop in unemployment

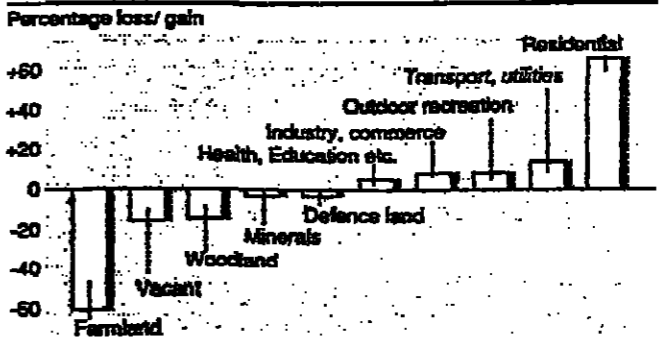
in virtually all. To some extent, of course, these country areas have benefited from the nationwide improvement in employment.

But in the three years to last January, for example, unemployment went from 8.9 per cent to 4.4 per cent in Norfolk, and from around 7 per cent to 3.8 per cent in Suffolk, Devon and Dorset.

Even in Cleveland, an atypical area of steep industrial as well as rural decline, the fall has been from nearly 17 per cent to 11.5 per cent.

There is a downside to these developments, as the RDC notes. Within the RDAs, services are subject to great pressure.

The changing face of England



Village schools are still closing, and for the 15 per cent of rural families without use of a car, access to medical facilities, shopping and other services is difficult. Pockets of real poverty persist.

There are also areas, such as mid-Wales or parts of Cornwall, which are quite untouched by "development" and where de-population, though nothing like as serious as in much of rural France, is prevented only by substantial direct and indirect government aid, mainly to farmers.

Above all, rurally concerned bodies such as the RDC draw attention to the inability of local people to afford to buy houses as prices rise with the competition from "incomers."

But important though it will be to make sure that the gap between rich and poorer rural areas is narrowed, the greatest challenge of the rural revolution is probably that posed by the extent and pace of development which, if it continues unabated and with a little control as in the recent past, threatens to overwhelm the countryside itself.

The debate currently centres on the extent to which the revolution should be managed, particularly through changes to the planning system. Over the last year or two, pressure groups and august quangos alike - from the Council for the Protection of Rural England and the Countryside Commission to the Town and Country Planning Association and the Housebuilders Federation - have all entered the fray.

The most consistent call has come for effective strategic planning. Much of the development which has been at the heart of the rural revolution has occurred under government policies which have gradually weakened the planning system in favour of the freer operation of market forces.

Before Mr Nicholas Ridley left the Department of the Environment last July, he had issued a white paper which proposed to put planning decisions primarily in the hands of district authorities, taking the weakening process a stage further by abolishing mandatory planning at county level.

He had also proposed to allow farmers to engage in a wide range of non-farming businesses without the need for planning permission.

These proposals were widely criticised, not least by Conservative backbench MPs. Mr Chris Patten, Mr Ridley's successor, now seems to be abandoning them. However, precisely what he will put in their place remains to be seen.

Much publicity was afforded his announcement that he was inclined to refuse permission for a new 6,000-house settlement in Hampshire.

Less attention has been paid to his proposal to reconcile his apparent decision to tighten the rules on house building, without lowering the target number of houses to be built.

The government's critics and

On other pages:
Demographics, Agriculture, Technology, Page 2;
Leisure, Property market, Page 3

friends alike argue that strategic planning alone can provide the breadth of vision which can encompass this issue as well as many others, which range from the impact of mammoth new infrastructure projects such as the Channel tunnel or a new three-year £12bn road programme, to the preservation of the peace and quiet of the countryside which has been one of the root causes of recent migration into it.

As the Town and Country Planning Association's journal put it recently: "The challenge is to steer a course between the various visions of horror of the countryside as sterile food factory, noisy fun palace, concrete jungle, the preserve of the affluent or decaying museum piece, and find ways of widening the options for people to live and work in a healthy, sustainable and beautiful countryside."

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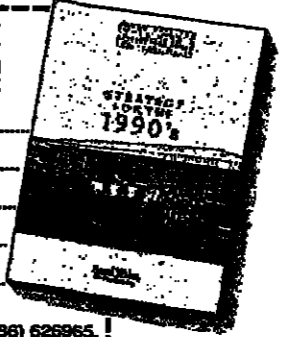
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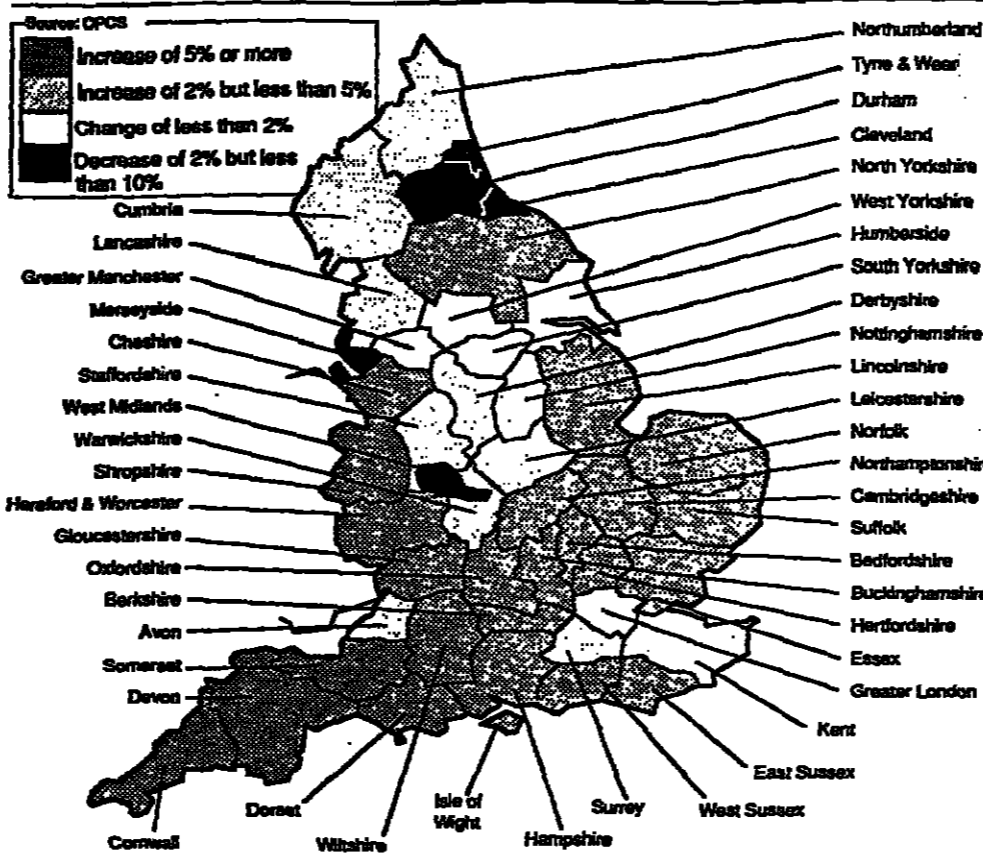
RURAL REVOLUTION 2

DEMOGRAPHICS

A revolution by evolution

IF IT is possible for a revolution to take place by evolution, that is what is happening to Britain's population structure.

Projected change in population 1985-96



Some of the most rapid population growth has been in those rural areas which are popular retirement spots with the Cornwall rural development areas, for example, growing at six times the English average.

Technology will let villagers work from home

New cottage industry

BEAUTIFUL countryside and modern telecommunications could be an irresistible combination in generating new industry in rural Britain.

Bridget Bloom reports on profound changes affecting agriculture

Residential farm prices rise

Two charts: 'Farmers and workers' showing price trends for different farm types from 1980 to 1988, and 'Agriculture' showing the percentage contribution to GDP from 1970 to 1988. Includes text about rising land prices and farm income.

John Hunt examines controls on development

Call for concrete curb

THE POST-WAR years have seen a huge erosion of the British countryside as motorways have opened previously remote areas and housing developments have sprung up all over the country.

ACRE advertisement: Working with Rural Communities. Includes the ACRE logo and logos of partner organizations: Rural Development Commission, British Telecom, British Gas, Whitbread, Alexander Stenhouse, and The Post Office.

There is unease and uncertainty about the Government's plans for conservation

INCORPORATED in a planning bill to be put through parliament in the present session, but once again the long-promised legislation has not materialised and Mr Patten appears to be having a rethink.

15

RURAL REVOLUTION 3

Countryside leisure emerges as a field of conflict in planning Fun centres under scrutiny

THERE IS little doubt that the dominant question in rural affairs in the 1990s will be "What is the countryside for?" For the first time in 200 years farmers have to adjust to the idea that their land is not to be used for food production...

oment because of its economic importance, are likely to find their criteria inadequate when confronted with the new generation of leisure concepts. Take, for example, the proposal for a "themed leisure park" at Woburn Abbey in Bedfordshire...

planning criteria concerned with the ethics as well as the aesthetics of countryside use. National organisations such as the Council for the Protection of Rural England are already beginning to turn the spotlight on "irrelevant" leisure schemes...

included a caravan site, a hotel, a village, craft workshops, a "traditional farming area," sports facilities and planned walks and rides through an interpreted landscape...

The Government has accepted that a serious problem exists and has doubled its highway construction budget to £12bn over the next decade, reports Kevin Brown



Road to less congestion

CONCERN ABOUT Britain's transport infrastructure has been mounting rapidly over the past two years as professional associations and parliamentary committees have competed to paint the gloomiest picture of worsening congestion...

ridor in north Wales, Mr Diment says. But if rural areas are to benefit, the important issues are access through junctions and comprehensive land use planning by the local authorities through which the motorways pass...

Prof May says there is evidence new infrastructure might not always have the desired effect. For example, many distribution companies have responded to improvements in road links by centralising their depot network...

so-called lean burn engines, which is still a long way off. Even without substantial increase in long-distance commuting, the Transport Department is forecasting an increase in demand of between 83 per cent and 152 per cent over the next 35 years...

Countryside welfare a priority

Patten changes course

OCTOBER 4, 1989, could well go down in environmental history as a turning point for rural development. It was the day when the recently-appointed Environment Secretary announced decisions designed to demonstrate the Government's concern for the welfare of the countryside...

which was present when villages were built several hundred years ago. Mr Ridley did not get quite the media coverage afforded to the architectural pronouncements of the Prince of Wales, but his words struck home to the housebuilders that have to bear much of the responsibility for the low quality of housing design in both town and country...



Chris Patten

will be prescribed. This will be done by writing the Form and set of plans that can be (to a degree) interpreted by local builders. This approach has been tried in some new towns in the US, with particular success at Seaside in Florida...

Existing planning arrangements in the UK do not encourage planners to interfere with schemes on aesthetic grounds but there is a strong argument for a set of simple rules that will work positively to encourage developments to fit in to existing villages and the countryside...

Lawrence Garner

Housing is the farmer's best cash crop, reports John Brennan

Planning for a cash windfall

ONE ACRE of moderate quality arable land can have a number of sharply different potential values. To an owner claiming all the grants now available to set the land aside as surplus to agricultural needs, and with permission to use the land for commercial forestry, that acre's book value would be written down to a few hundred pounds...

imposed by its crop-yield. House and land prices equating to between £4,000 and £5,000 an acre have become commonplace for the scenic space that draws the buyers to "toy" farm sales. Even that is but a shadow of the value of simple grassland made available as paddock in the weather commuter belts...

£15bn incentive to sell. And the continuation of roll-over tax relief provides the further incentive of a cushion against having to hand back to the Revenue too substantial a slice of such windfall gains. Farmland agents confirm that roll-over provisions encouraging land sales proceeds to be re-invested in another working farm have become one of the mainstays of the agricultural land market...

grow) at a few hundred or a few hundred thousand pounds an acre, it's a rare farmer who wouldn't jump at the chance of seeing a housing estate on the lower fields. Politically, responsibility for land use policy is one of the most thankless of all ministerial briefs. National, regional and local planners are also in a "no win" situation...

Advertisement for the Rural Development Commission. It features the text 'Partners in Rural Enterprise.' and 'Willow Mill, Caton, Lancashire.' Below this is a large black and white photograph of a modern, multi-story building with a glass facade. The advertisement also includes contact information for English Estates and details about job opportunities provided by the Rural Development Commission.

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AS THE MEAL ENDED *the evening began.*

COURVOISIER *Le Cognac de Napoléon*

TECHNOLOGY

Are desktop computers hazardous to your health? For the tens of millions of office workers who spend much of their day gazing at a computer screen, this is a question that demands a straight answer. Getting one is no easy feat.

Computer terminals have been blamed for all manner of health problems over the past few years, from eye-strain to "repetitive strain injuries" and from miscarriage to cancer. The growing litany of complaints has raised serious concerns, but in many cases there is no positive evidence to assign blame solely to the computer.

Other factors such as stress, poorly designed furniture, poor lighting and water may have been significant contributors to "computer sickness". In some instances people have been too quick to jump to conclusions. At one US newspaper office where a disturbing number of women had miscarriages, thought to be linked to the use



Eagle eye

of computers, it turned out that drinking water may have been contaminated with lead.

None the less, there is mounting evidence that the seat in front of a computer terminal is not the benign working environment that most had assumed. For thousands of computer workers, numbness in the fingers has been the first symptom of repetitive strain injury, a range of conditions that involves painful inflammations of the wrist, arm and hands, caused, it is believed, by the continuous use of computer keyboards.

Repetitive strain injuries and, in particular, carpal tunnel syndrome have reached near epidemic proportions in

Louise Kehoe examines the potential health hazards of using desktop computer terminals

The friends that may also be foes

the US. The Communications Workers of America, a major trade union, reports that 30 to 60 per cent of its members who use computer terminals have symptoms. Among the victims are journalists, data entry clerks, telephone directory assistance operators and postal workers who sort mail using automated terminals.

One of the most hotly debated issues about the safety of computers is whether the non-ionising electromagnetic radiation that all types of computer terminals emit constitutes a health risk. Until recently, most scientists believed that these types of very-low frequency (VLF) and extremely low-frequency (ELF) radiations and the electric and magnetic fields that they create had no biological effects. Now they are not so sure.

A study sponsored by the US Congressional Office of Technology Assessment reviewed the available data and came to the conclusion that: "The emerging evidence no longer allows one categorically to assert that there are no risks (from ELF and VLF radiation). But it does not provide a basis for asserting that there is a significant risk."

Although the OTA study, published earlier this year, focused upon the possible health risks of radiation from electrical power lines, the report concluded that the problem may be far-reaching: "If exposure to fields does turn out to pose a health risk, it is unlikely that high voltage transmission lines will be the

only sources of concern. Power-frequency fields are also produced by distribution lines, wall wiring, appliances and light fixtures. These non-transmission sources are much more common than transmission lines and could play a far greater role in any public health problem."

For those who believe that radiation from computer displays does pose a health risk, the OTA report marked a watershed - the first official acknowledgement that a problem may exist. Since then, alarming reports including the preliminary results of a Johns Hopkins University study that found an increased rate of cancer among telephone line repairmen have added to fears that even very low levels of low frequency electromagnetic radiation may be dangerous.

Serious concerns about the health of pregnant women using video display terminals were raised by the publication of a study by the Kaiser Permanente Medical Group in Oakland, California, last year. The researchers reported that women clerical workers using a video display terminal for more than 20 hours per week during the first three months of pregnancy were twice as likely to have a miscarriage.

The study also produced contradictory findings, however. A group of 40 women managers who used computers showed a 30 per cent lower than normal rate of miscarriages.

The researchers warned that the issue needs further study and suggested that the

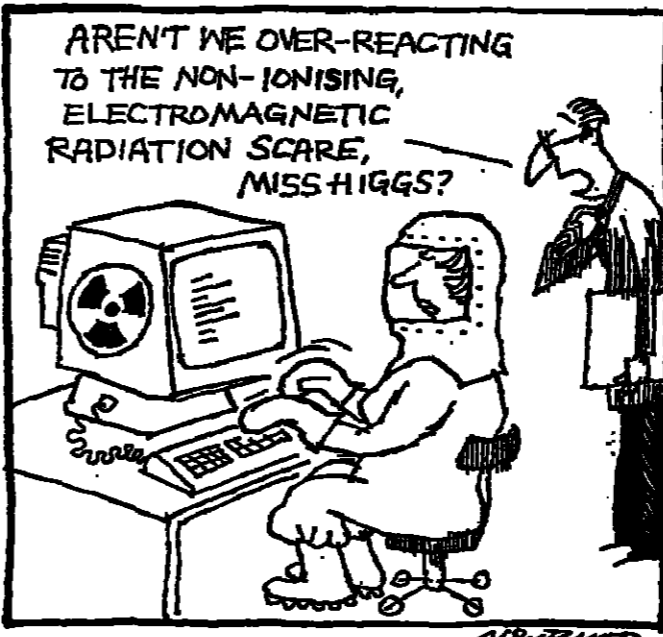
increased rate of miscarriages could be due to other job-related factors, such as stress, rather than directly linked to the computer terminals.

The results of a larger scale study are to be published early next year by the National Institute for Occupational Safety and Health. Designed specifically to determine whether VDT use affects the outcome of pregnancy, the study focuses upon the reproductive health of 2,500 women telephone operators who work at computer terminals.

But more research is needed, many feel. "There are still many unanswered questions about the potential health effects of VDTs and of electromagnetic fields generally, but there is no longer any doubt that this form of radiation can cause some biochemical changes. In my view that information alone is sufficient to warrant a renewed commitment on the part of government and private industry to study this issue and search for solutions to protect people," says Senator Albert Gore, who has taken a close interest in computer safety.

The computer industry is beginning to react to growing public awareness of the issue, although manufacturers are careful to point out that there is no proof that radiation from computer displays is harmful.

International Business Machines said last week that it plans to introduce a range of computer monitors with reduced electromagnetic radiation emission, including mod-



els designed for use with personal computers.

In September IBM introduced a range of displays for its mainframe computers called "InfoWindows" which meet stringent Swedish standards for low radiation emission. Previously, the company offered low radiation displays only in Sweden and Denmark.

IBM, which sells an estimated 2m VDTs per year, continues to believe that its current models are safe, however. "This is a market-driven issue, not a health or safety issue," said a spokesman.

Other computer makers may be prompted to follow IBM's lead. Most US computer companies, however, say that they have had little demand for low-radiation terminals. Hewlett-Packard, which offers low radiation terminals, says that it gets only about six requests per year for them. "We keep a close watch on all of the studies, but to date we have not seen any conclusive evidence that there is a problem," a company official said.

Sweden is so far the only country to establish standards

for video display terminal radiation. Last year management and labour groups in Sweden agreed to low radiation standards that are now widely used in that country.

"There has been extraordinary negligence on this issue in the United States," maintains Louis Slesin, publisher of VDT News and a respected commentator on computer health issues. "There has never been any systematic study of the emissions from different types of VDTs," he points out. Such a study would be relatively simple and would provide a valuable service to the public, he suggests. "We are burying our heads in the sand. We should have a government agency, perhaps the National Bureau of Standards, doing this," Sweden has set an example for the world, Slesin says. "It has demonstrated that computer manufacturers will respond to market demands."

A simple, yet effective way to protect computer users from eye strain is to place a radiation shield over the computer screen. A handful of US companies offer these shields and sales are growing rapidly. "To the extent that electromagnetic radiation from a VDT represents a health hazard, and I personally believe that it does, there is nothing that reduces it more than our product," claims Michael Hines, president of NoRad Corporation of Santa Monica, California, a company that has taken the lead in the low-radiation trend.

NoRad backs up its claim with the results of independent laboratory testing that compared the attenuating qualities of its shields with those of other US manufacturers.

NoRad's screen is only a partial solution, however. Although it shields the user from the electrical field created by low frequency radiation, it does not attenuate the magnetic field, which some medical researchers believe may be an important factor in biological changes. NoRad says that it plans to introduce an additional product, which it will sell in combination with its screens, that substantially reduces the magnetic field. The cost of the combined package

will be well under \$300. The NoRad shield is a specially treated metallised micro-mesh screen that sticks on to the front of a computer monitor. The polyester mesh is coated with nickel, copper and a proprietary crystalline coating. The metallic elements block more than 99.99 per cent of the electrical field emitted from the face of the computer.

Placing a shield over the front of the computer screen has some beneficial side effects. The grey background of most monochrome computer screens looks blacker when viewed through the mesh, increasing the contrast and clarity of the text. The grounded shield also gets rid of the static electric effects that draw some dust particles to the screen and repel others on to the face and eyes of the user.

A common misconception about computer terminal radiation emissions is that they emanate primarily from the front of the computer, through the screen. But many computers emit more radiation from the back and sides. This presents a problem in crowded offices, or those in which workers' desks are arranged so that they face one another.

The radiation from a computer terminal attenuates quickly over a distance of a few feet. In 1987, the World Health Organisation recommended that desks be spaced at least one metre apart - in all directions. It is unwise, most experts agree, to arrange computer terminals so that workers sit, for example, in front of one and behind another.

While the effects of low-level non-ionising radiation remain a subject of debate, there is overwhelming evidence to suggest that prolonged use of a computer terminal can cause eye-strain. Local authorities in Suffolk County, New York, passed legislation last year requiring employers to provide eye care for those who use computer terminals and establishing standards for lighting and other factors.

Although the Suffolk County law has been challenged by local business groups, similar legislation is pending in approximately 20 US states. In California, for example, state legislators introduced a proposal in February calling for all computer equipment to comply with ergonomic standards established by the American National Standards Institute. The bill would also establish a committee to develop guidelines for pregnant computer operators.

In the private sector, businesses that employ large numbers of computer users are also taking "preventative measures". Several US companies now offer employees special reading glasses, designed to focus on the computer screen, which is typically about two feet away from the user, rather than at the one foot or so distance where most people hold written material.

With over half of the working population expected to use computers by the turn of the century, it is extraordinary how little attention is being paid to this issue.

Bridges size up stress

Bridges should become safer through a research project involving the West German chemical company Bayer, the Cologne Strubag Bau company and the West German Federal Ministry of Research and Technology.

By integrating sensors into composite fibre materials, which are being used to strengthen concrete, the Germans have developed a system that detects potential or actual defects in a bridge.

The research project was conceived when polyox - a glass reinforced plastic composite with the advantages of steel yet corrosion resistant, considerably lighter, more elastic and electro-magnetically neutral - was shown to have a tensile strength that made it an ideal alternative to steel used in prestressed concrete.

A bridge was built in which the new composite material was used to prestress the concrete to a working load of 80 tonnes with "bondons", consisting of 19 glass fibre rods, each 7.5mm in diameter and composed of 65,000 individual fibres.

Because of their excellent light permeability, optical fibre sensors are used to transmit telecommunication signals. They were adapted for the constant measuring and control of forces within the prestressed tendons. It was then possible to discover what was happening inside a prestressed concrete structure, by determining changes in stresses from measured changes of strain.

The engineers incorporated an optical fibre sensor into selected prestressed glass fibre rods and conducted a laser beam through it. They established that as long as there was no crack in the concrete, the same amount of light entered and left the optical fibre.

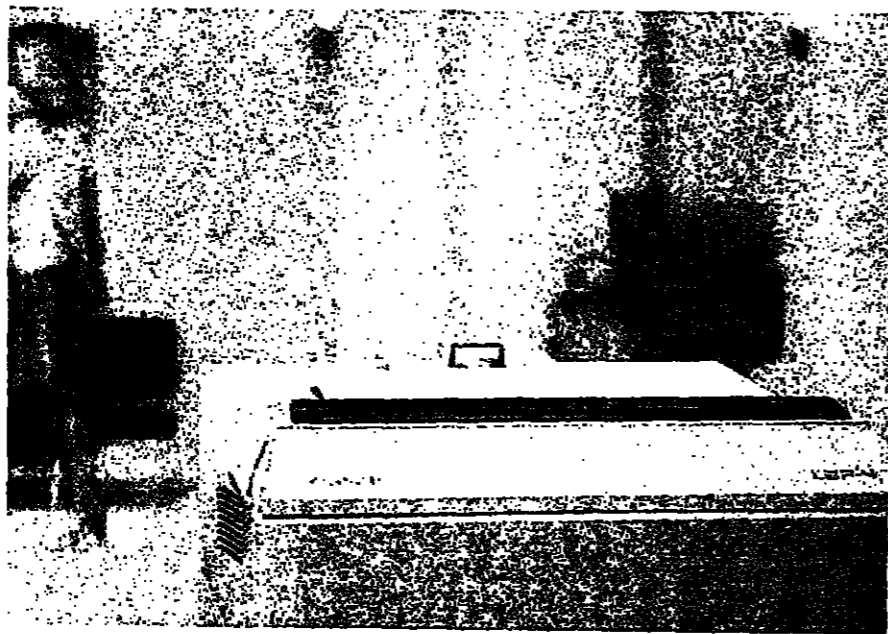
However, any developing stress or crack in the concrete bent the beam at the point of the fault. Only a part of the light continued along its path, the remainder reflecting from the obstruction. That change in light intensity could be detected by electronic monitoring equipment, which recorded the precise location of the crack and its extent.

The equipment also constantly measures temperature variations in the tendons of the bridge, which must be kept within a narrow range to prevent cracking.

Showing high-precision moved the "bondons" from being mere "intelligent load bearing structures" to bridges in Berlin and Düsseldorf, the Germans advocate that for safety reasons all new bridges be equipped with automatic monitoring equipment.

Andrew Wiseman

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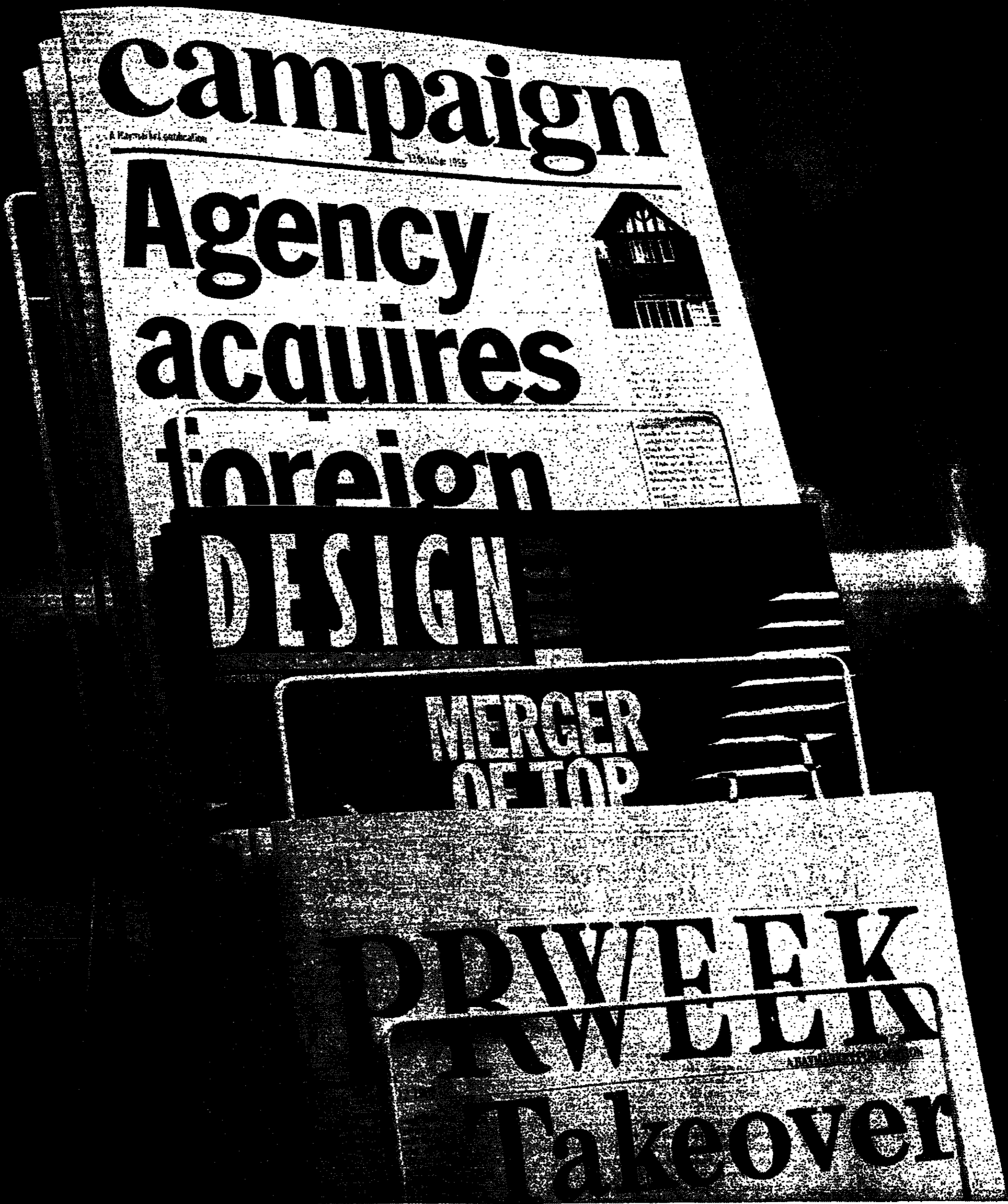
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Contact Bob Hinaman in London on 726 7191 or Jonathan Young on 726 5808.

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ARTS

Arts Week
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OPERA AND BALLET

London

Royal Opera, Covent Garden. Further performances of the hideous new production of Idomeneo by Johannes Schanz, conducted by Jeffrey Tate...

Paris

Theatre des Champs Elysees. Bolshoi Ballet dances Giselle (2nd act) and Spartacus (2nd act) choreographed by Yuri Grigorovich...

Amsterdam

Musiektheater, The Netherlands Opera in Don Pasquale, conducted by Carlo Rizzi in a production by Renato Ackermann...

Brussels

Theatre Royal de la Monnaie. The Monnaie Opera in Fierrabras by Schubert (concert version) conducted by Iago Metzmacher...

Vienna

Staatsoper, La Traviata is conducted by Fabio Luisi, with a cast including Paul Witschner, Anna Gonda and Horst Nitsche.

Berlin

Opera. Samson und Dalila, produced by Gian Carlo del Monaco, will have its premiere this week with Marjana Lipovsek, Wislawa Ujano and George Fortume...

Hamburg

Opera. A Hans Sotin Lieder recital, accompanied by Helmut Deutsch with songs by Loewe, Strauss, Graener and Shostakovich...

Bonn

Opera. Udo Zimmermann will be conducting his own opera Die wunderbare Schatzgrube, which will have its premiere this week produced by the East German Christine Mielitz...

Frankfurt

Opera. Costi Jon tutte has a first-rate cast led by Margaret Marshall, Mitsuko Shirai, Christopher Robertson and Hans Peter Blochwitz...

Cologne

Opera. Faust stars Josef Protschka in the title role. Die Zauberflote has Susan Burghardt, Teresa Ringholz, Dieter Schwelkart and Randall Outland as leads...

Stuttgart

Opera. Der Freischutz is respectable with Helena Dose, Toni Kraemer and Helmut Berger-Tuna. Elektra in Harry Kupfer's production features Anny Schlemm, Eva Marton, Wolfgang Probst...

Madrid

Teatro Lirico Nacional. La Zarzuela. Under the artistic leadership of Jeanette Ordman, this Israeli company presents a series of performances distinguished by very modern choreography...

Rome

Teatro dell'Opera. Benj Mintrons's production of Verdi's Falstaff, surprisingly set in the Po Valley in northern Italy, is conducted by Evelino Pido...

Milan

Teatro Alla Scala. Pier Luigi's Pizzi's lavish production of Verdi's I Vespri Siciliani, with dramatic sets in which Pizzi's favourite colours, red and black predominate...

In place of the indisposed Paata Burchuladze. The third-act ballet, with Carla Fracci, is given in full (809126).

New York Metropolitan Opera. Pre-Christmas celebration is brought by the premiere of August Everding's new production of Der fliegende Hollander...

Chicago

Lyric Opera. Barbara Daniels is Rosalinda and Neil Rosenheim sings Alfred in director Giulio Chizzolero's new production of Die Fledermaus...

Washington

Amahl and the Night Visitors. Zack Brown's production conducted by composer Gian Carlo Menotti is a one-act retelling of the story of the Bethlehem shepherds...

Tokyo

Aida. The spectacular Arena di Verona production, with Maria Chiara and Aprile Mito alternating in the title role, and Nicola Martinucci and Mario Malagnini as Radames...

THEATRE London

Jeffrey Bernard is Unwell (Apollo). Brilliant performance by Peter O'Toole as an alcoholic journalist who embodies a Falstaffian, nay-saying life force while committing public suicide...

Another Time (Wyndham's). New Ronald Harwood play, directed by Elijah Moshinsky, about a white South African family in Cape Town and Middle Vale...

M. Butterfly (Shaftesbury). Peter Egan has taken over from Anthony Hopkins as the tortured diplomatic hero in a Peter Shaffer-style 'spectacle of ideas'...

Heidi Chronicles (Plymouth). Wendy Wasserstein's award-winning drama covering 30 years in the life of a successful American baby boomer...

Joseph Papp's Public Theater for eight years but also updated the musical genre with its backstage story in which the songs are used as a soundtrack rather than emotions...

Chicago Driving Miss Daisy (Brier Street). The touching relationship between a dowager, played in this production by Shirley Booth...

Chicago Steel Magnolias (Royal George). Ann Francis and Marcia Rodd play the leads in this view of southern life from under the dry crust of a busy hairdressing establishment...

EXHIBITIONS London

The Hayward Gallery. The Other Story - an intriguing but uneven survey of the work in Britain since the war of artists drawn from cultures other than that of the western European tradition...

Paris Musée des Arts Décoratifs. Je suis le Cahier - Picasso's sketchbooks. After two years of musing during the world over, the exhibition ends, aptly, in Paris...

Paris Musée des Arts Décoratifs. Bohemian glass 1400-1900. Some 200 vases, marbles, humors and jewelers' items from Greek antiquity describe most explicitly the vevwith which the god of love encouraged humans and gods...

Brussels European Japan 89. Musée Royal d'Art et d'Histoire. Nambara Art explores the Portuguese influence on Japanese painting and the Splendour of No Theatre shows props and costumes from the Bokuro Unawaka Collection...

Antwerp Hesselhuis. 53 Falcorul. Japanese posters by 12 graphic designers. Closed Monday, ends Dec 17.

Madrid Fundacion Juan March. Retrospective of Edward Hopper opens the autumn season at the foundation. 81 works by the New York realist covering a period of 56 years. Until Jan 4.

Barcelona Caixa de Barcelona. Raoul Dufy. Works by the French fauvist well known for his lively use of colour and interest in varied forms of art...

Hanover Sprengel Museum. Kurt Schwitters. Der blaue Reiter (The

Tokyo

Kabuki. At the National Theatre (285 7411). Hokenjo (also known as Samsungomori). Living National Treasure, Endo, leads a top-rank cast in a lively lowlife piece about a con-man who disguises himself as a priest...

Kokonezaya Gassan. New play written and directed by Hideo Noda, loosely based on a famous puppet play by Chikamasa. An exuberant comedy-tragedy travesty of medieval times...

Bliss (Horse). The museum is displaying around 61 pieces from its own collections as well as some additional paintings on loan from West Germany...

Museum Ludwig. Elisabeth-Gartenstrasse 1. The most comprehensive retrospective of the work of our most painting artist, always interesting and sometimes lively...

Munich Staatliche Galerie im Lenbachhaus. The most complete retrospective of the expressionist painter Karl Schmidt-Rottluff to date with almost 270 works...

Vienna Museum for Applied Arts is hosting a large exhibition devoted to the works of Carlo Scarpa. The Italian artist and architect...

New York Metropolitan Museum. A decade of fabulous shows borrowed from around the world culminates in the present exhibit of the major works of Velasquez, much of which is borrowed from the Prado in Madrid...

Washington National Gallery. Almost three dozen paintings of the early 20th century German movements, Bauhaus, Neue Sachlichkeit and Blaue Reiter, lent by the Thyssen-Bornemisza collection...

Tokyo Idemitsu Museum. Flowers of Edo. Paintings and prints of flowers from the Edo period represent a new flowering in Japanese art...

ON OFFER.

A MAJOR STAKE IN SCOTLAND'S INDUSTRIAL PROPERTY MARKET.

The SDA is offering for sale the major part of its industrial property holdings in Scotland. The portfolio, comprising 10 million square feet of prime industrial property with an asset value in excess of £100 million and an income of £12 million, is being sold in two lots.

Portfolio A comprises 63 estates, concentrated mainly in the central belt of Scotland totalling 8 million square feet, and portfolio B, 13 estates primarily in the Glasgow and Dundee areas totalling 2 million square feet.

The sale offers an immediate opening for the private sector to take up a key position in the Scottish industrial property market, and will provide an excellent opportunity for income growth through the ownership, management and development of these estates.

There has never been a sale of this magnitude in Scotland nor a more immediate way to gain a major stake in Scotland's industrial property market.

For full information on the portfolios, the programme and method of sale, please contact the appointed agents, James Barr & Son or Herring Son & Daw.



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ARTS



End of the line for Harriet Walter

The Duchess of Malfi

SWAN THEATRE, STRATFORD-UPON-AVON

John Webster's great sticky play is done rarely enough to warrant a revival in the Royal Shakespeare Company's Swan Theatre at Stratford-upon-Avon.

parade of madmen. The play is about spying and observation, from the destructive role of the blind intelligence Bosola to the view of herself as victimised portraiture by the Duchess.

stage trick that taunts the imagination. Harriet Walter re-joins the RSC to play the role with transcendent beauty unimpeded by panic, arms and small voice whirring like a hellish helicopter.

Michael Coveney

Lucia di Lammermoor

DOMINION THEATRE

There was one outstanding contribution to this evening. The Welsh National Opera is fortunate to have secured the services of a Musical Director as experienced as Charles Mackerras.

Scottish tragedy in a rocky inner landscape equipped only with a pair of sliding walls and a drinks trolley.

Richard Fairman

'Work of Angels' at the British Museum

"If you take the trouble to look very closely, and penetrate with your eyes to the secrets of the artist, you will notice such intricacies, so delicate and subtle, so bound and close together that you will not hesitate to declare that all these things must have been the result of the work, not of men, but of angels."

ular, represents the exact antithesis of the measure barbarity we are led to expect of this dim and distant period.

from the Pictish Scotland and Anglo-Saxon England. (There is a dearth of material from Wales which appears to have been impoverished throughout the period.)

knocker of a beastie baring his fangs. Most spectacular of all are the magnificent silver and gold brooches and pins. These elaborate dress fasteners were worn by men at the shoulder and by women on the breast.

Susan Moore

The Love for Three Oranges

COLISEUM

Reviews composed in large part of overheard superlatives can make wearisome reading, but occasionally the pressing need for one outweighs all other considerations.

"All I tried to do," Prokofiev said of his adaptation of Gozzi, "was to write an amusing opera."

Philip Guy-Bromley, Alan Woodrow and Bonaventura Bottone

jokes (endlessly repeated, and sidesplitting every time) that come bearing the most ancient music-hall pedigree.

The giant cook, Richard Angus in drag and on stilts, becomes here an oddly poetic creature, as does Peter Rose's King of Clubs.

Max Loppert

More Haydn

QUEEN ELIZABETH HALL

As all music-lovers must be aware, we are in the middle of a festival of late Haydn, with Sir William Glock as artistic director.

splendid prime. His labours as Monteverdi's Ulysses at the ENO seem if anything to have sharpened the virile edge of his tenor, without any loss of its melting, individual timbre.

David Murray

Chamber Orchestra of Europe

BARBICAN HALL

The four orchestral concerts in the Chamber Orchestra of Europe's series at the Barbican have been shared between two conductors - Sandor Vegh took charge of the opening pair, and the orchestra's artistic adviser Claudio Abbado the remaining two.

langell's very different account rivals hers in this concerto, and one doubts that any two of her performances are alike.

Andrew Clements

ARTS GUIDE

FIDELITY FRONTIER FUND Société d'Investissement à Capital Variable 5, boulevard de la Foire - Luxembourg R.C. Luxembourg B 20494

- MUSIC London London Concert Orchestra conducted by Philip Stroms, with Judith Howarth (soprano) and the Thomas Tallis Choir performs Bach, Handel and Mozart in a Christmas concert.

- December 8-14 Utrecht Royal Concertgebouw Orchestra conducted by Charles Dutoit, with choirs and soloists.

SALEROOM Faun comes in from the cold For months Sotheby's has been singing the praises of a bronze figure of a dancing faun, now in the Uffizi in Florence, was excavated in the 18th century and was probably brought into its Billingham saleroom with a group of 19th and 20th century garden statuary and was down to be sold there.

Handwritten note in a box at the top of the page.

POLITICS TODAY

Probation in 1990

By Joe Rogaly



The fully of the British system of elective dictatorship will be illustrated once again this weekend, as the 12 heads of government of the European Community meet in Strasbourg...

I do not blame Mrs Margaret Thatcher for this. She is merely using the power of the Prime Ministership as she finds it. Some will say that she is doing so to a greater extent than did her predecessors...

The post of British Prime Minister must be especially exhilarating at the moment

force of several courageous ministers, plus a willing secretariat - and there are those who doubt whether even in that circumstance it could be done against Mrs Thatcher's will.

the resignation of even the most mighty, as she demonstrated when Mr Nigel Lawson resigned as Chancellor. It is partly for this reason that there was so much interest in this week's challenge to her leadership by Sir Anthony Meyer.

elites start converting themselves into liberal democracies and the Soviet Union begins to crumble. Who would contemplate abandoning all that, plus the greatest concentration of power of any western head of government...

to which it belongs if it puts forward its own positive proposals and enters into serious, non-obstructive debate on the proposals put by others.

The widespread sense of unease about this is one reason why 1990 will be a year of probation for the Prime Minister. The question that will hover throughout the next 12 months will be whether there will be a second challenge to her leadership next autumn...

As ever, the course of the economy will be the principal factor in deciding the answers to both questions. To see how this works, consider the current political scene from the point of view of, say, a Conservative politician who is convinced that the post-1979 Thatcherite revolution is the best thing that has happened to postwar Britain...

As a matter of fact I would put a decent wad of money on Mr Major getting the prize if he delivers the goods. He is a pleasant enough individual, a politician who has achieved the remarkable feat of rising quickly to near the top without making enemies in the party.

current depreciation in the value of the pound should drive inflation higher, while the trend in earnings remains extremely worrying.

The Chancellor could therefore fail to reduce inflation, interest rates and, by extension mortgage rates, with much the same devastating effect on the Prime Minister's career as a recession. He could produce a dull, technical, Budget next March, with no signs of progress emerging in time to save the Conservatives from a humiliating series of defeats in the May local council elections.

Surely the stars must favour Mr Major, whom fortune has chosen to try for an economic miracle

things, although someone would have to square greater spending on roads, electricity, school and hospital building and the like with care for the environment. If things go badly, however, the above might be regarded as peripheral, not to say irrelevant.

LOMBARD A nation that can't count

By Michael Prowse

AT KING'S COLLEGE, London, the post-graduate teacher training course in mathematics is half empty. The college, which has a high reputation, has been able to fill only 19 of its 41 maths places...

Yet schools have already experienced two decades of famine at present only just over a third of maths teachers have degrees in maths and 27 per cent have no relevant qualification beyond A level. Figures for teachers with sub-A level qualifications are not recorded, but in 1982 the Cockfield Committee estimated that 21 per cent of maths teaching was undertaken by teachers with "nil" qualifications.

Schools' inability to attract able mathematicians is but one facet of a far-reaching malaise. The numbers of pupils attaining high standards in maths are pitifully low by international norms. At 16 only about a third of schoolchildren achieve the equivalent of an O level pass in maths.

LETTERS

'Annual re-valuations are feasible'

From Mr Tony Christopher. Sir, The arguments presented by Mr John Muellbauer and Mr Anthony Murphy ('No Exchange Rate Mechanism entry without a property tax,' December 5) deserve serious attention.

My own instincts are that, basically, these arguments are sound. What I question is the form of property tax which they advocate: a tax on residential land values.

What Parliament should be demanding is some simple value lists so that we may consider what could be done. There are many questions: What would be the redistributive effect, with its implications for transitional arrangements?

Combustion burns in heat and light

From Mr Alan Hershman. Sir, On Friday November 24 my car was taken away in a car conveyor vehicle of some kind from Mortimer Street, London W1, at about 8.15 pm.

Fact and fantasy both ride in the company car

From Mr Geoffrey Pelling. Sir, Mr L.W. Orchard's non-sensical letter ('Opportunity knocks for the Chancellor,' December 4) should not go uncorrected.

unrealistic as his figures. Excessive taxation of company cars may drive some people to give them up and instead use their own cars for business travel with a mileage allowance.

10 or 15 sales calls a day by public transport? His letter suggests a belief that company cars are used largely for private travel. The 1985-86 National Travel survey showed that this is incorrect.

What matters is the margin

From Mr Fabian Finlay. Sir, Janet Bush's examination of the arguments in the US over the proposed programme trading 'when-traded' is swept aside (November 30) - surely in America, where the problem arises, this is 'program trading' - touches on the real problem causing the occasional big leaps in stock market volatility which generate so much fear and hostility among Wall Street critics of computerised programme trading strategies.

divergent markets, in the same ultimate product, back into line. Rather it is the discrepancy in margin requirements between the stock market and its derivatives in both futures and options which creates a more volatile secondary market.

gross value required by the stock market. The ability to take volatile speculative positions would then be seriously circumscribed. I believe that if this were done it would be found that index arbitrageurs would cease to be seen as an enemy, but would quite properly be granted the privilege of considerably reduced margin requirements whenever futures positions could be shown to be hedged by stock positions, and vice versa.

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INTERNATIONAL COMPANIES AND FINANCE

Navistar incurs loss in fourth quarter as truck market slides

By Roderick Oram in New York
NAVISTAR yesterday reported a loss for its fiscal fourth quarter and warned of a further deficit this quarter because of declining demand for medium and heavy duty trucks in the North American market.
The Chicago-based company, the largest US truck producer, turned in a net loss of \$13m, or 8 cents a share for the three months ended October 31, against a net profit of \$82m, or 29 cents, a year earlier. Revenues dipped to \$354m from \$1.13bn.

Wharf rises 9.5% after 'difficult conditions'

By John Elliott in Hong Kong
WHARF HOLDINGS, the Hong Kong property, hotels and transport group controlled by Sir Yue Kong Pao's World International Holdings, yesterday unveiled increased profits for the half year.
The group reported interim profits for the period to September 30 of HK\$581.1m (US\$74.37m) after taxation but before extraordinary items. This was 9.5 per cent above HK\$530.5m in the same period last year.

Shearson faces Amexco review

By Janet Bush in New York
AMERICAN EXPRESS yesterday confirmed that it was reviewing a number of options with Shearson Lehman Hutton, its brokerage subsidiary, and Nippon Life Insurance, which has a 13 per cent stake in Shearson.
There has been a flurry of speculation over the past two days surrounding Shearson, 61 per cent owned by American Express, centring on a substantial recapitalisation of the brokerage.
American Express also confirmed yesterday that it was in discussions with Mr Ronald Perelman, chairman of Revlon Group, reported to be interested in taking a stake in Shearson.

Fluor recovery continues

By Karen Zagor in New York
FLUOR, one of the world's biggest international engineering and construction services groups, yesterday consolidated its recovery by reporting strong profits for the fourth quarter and year.
For the three months ended October 31, net income rose 23 per cent to \$29.1m from \$23.6m the previous year. Earnings per share advanced 20 per cent to 36 cents. Revenues in the period were up only 4 per cent to \$1.67bn from \$1.61bn.

Bond shares in pre-deadline rise

By Bruce Jacques in Sydney
THE BOND group, headed by Mr Alan Bond, the troubled Perth businessman, saw shares rally in some of its key listed companies yesterday ahead of two important deadlines.
Today is the next designated deadline for Bond to begin formally the complex sale of its beer interests to Lion Nathan, the New Zealand brewer.
There was also speculation that the West Australian State Government Insurance Commission (SGIC) may issue a statement on its bitter indemnity dispute with the Bond group.
Shares in the flagship company, Bond Corporation, rose 5 cents to 20 cents on Australian stock exchanges.

DRG public limited company MEETING OF BONDHOLDERS

Notice of a meeting of the holders of the £40,000,000 6% per cent. Subordinated Convertible Bonds 2002 of DRG public limited company ("the Company") convertible into Ordinary Shares of the Company ("the Bonds") and the "Bonds" respectively.
The Offer made on behalf of Penbridge Investments Ltd. ("Penbridge") on 27th September, 1989 and on the 15th November, 1989 the directors of the Company unanimously recommended all shareholders to accept the Offer. It is expected that Penbridge will soon become the beneficial owner of sufficient shares of the Company to enable Penbridge to acquire compulsorily the remaining shares. Penbridge also intends to apply to the court for the shares to be delisted. As required by the City Code on Take-overs and Mergers the proposals set out below are made to ensure that Bondholders receive a comparable offer and to ensure that they are not left as minority investors in an unlisted company. The price at which Bonds will be redeemed is calculated on the basis of the conversion price of £4.92 for every Ordinary Share allotted on conversion of the Bonds pursuant to the Trust Deed (as defined below) and on the basis of Penbridge's Offer of £5.90 for every Ordinary Share of the Company. On redemption in accordance with the resolutions detailed below, Bondholders will forego any right that they may have otherwise had to interest that has accrued since the last interest payment date pursuant to the Trust Deed.

- EXTRAORDINARY RESOLUTION
THAT this Meeting of the holders of the £40,000,000 6% per cent. Subordinated Convertible Bonds 2002 of DRG public limited company ("the Company") convertible into Ordinary Shares of the Company ("the Bonds") constituted by a Trust Deed dated 30th April, 1987 ("the Trust Deed") executed between the Company and The Law Debenture Trust Corporation p.l.c. ("the Trustee") hereby:
(a) unconditionally authorises the Company to cancel with immediate effect the conversion right and related undertakings of the Company contained in Condition 4, and Clauses 6 and 7 of the Trust Deed;
(b) unconditionally authorises the Company (acknowledging the provisions of Condition 5(b)), to redeem at any time all outstanding Bonds on 24th January, 1990 (the "Redemption Date") at £1,199.19 per Bond and Condition 5 shall be construed accordingly;
(c) authorises the Company and the Trustee to execute, or do any document, act or thing necessary to give effect to this Extraordinary Resolution; and
(d) sanctions each and every modification, abrogation, variation or compromise of or arrangement in respect of the rights of the holders of the Bonds arising from the foregoing.

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CH-1204 Geneva
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5 Rue Fidele
L-2338 Luxembourg-Grund
Luxembourg
Banque Bruxelles Lambert S.A.
Avenue Marx 24
B-1050 Brussels
Belgium
QUORUM AND VOTING FOR MEETING OF BONDHOLDERS
1. A Bondholder wishing to attend and vote in person at the meeting of Bondholders must produce at that meeting either one or more Bonds or valid voting certificate(s) issued by a Paying & Conversion Agent at one of the offices specified above (the "Paying Agent(s)").
2. The quorum required at the meeting of Bondholders for the passing of an Extraordinary Resolution is two or more persons present holding Bonds or voting certificates or being proxies and holding or representing in the aggregate not less than three-quarters in principal amount of the Bonds for the time being outstanding. If within fifteen minutes from the time appointed for such meeting a quorum is not present the meeting shall stand adjourned (unless the Company and the Trustee agree that it be dissolved) for such period, being not less than twenty-eight days nor more than forty-two days, as may be appointed by the Chairman of the meeting. At such adjourned meeting two or more persons present in person holding Bonds or voting certificates or being proxies (whichever the principal amount of Bonds so held or represented) shall form a quorum for the transaction of any business which could properly have been dealt with at the meeting from which the adjournment took place.
3. Every question submitted to the meeting will be decided on a show of hands unless a poll is (before or on the declaration of the result of the show of hands) demanded by the Chairman of the meeting, the Company or by one or more persons holding one or more Bonds or voting certificates or being proxies and holding or representing in the aggregate not less than 2 per cent. of the principal amount of the Bonds then outstanding.
4. To be passed, the Extraordinary Resolution requires a majority of not less than three-fourths of the votes cast thereon at the meeting. If passed, the Extraordinary Resolution will be binding on all Bondholders and on all holders of the coupons attaching to the Bonds whether present or not at such meeting and each of such Bondholders will be bound to give effect thereto accordingly.
5. The proxy named in any voting instruction need not be a Bondholder.

GENERAL
Copies of the Trust Deed, including Conditions of the Bonds referred to above, and the documents sent to the Company's shareholders by Penbridge in connection with the Offer, will be available for inspection by Bondholders at the specified offices of the Paying Agents set out above. In accordance with normal practice the Trustee expresses no opinion on the merits of the proposal but has authorized it to be stated that it has no objection to the Extraordinary Resolution being submitted to the Bondholders.
Penbridge currently owns over 75 per cent. of all outstanding Bonds and intends to be represented in person at the meeting and vote in favour of the Extraordinary Resolution.
If the resolution set out above is passed, payment will be made upon presentation and surrender of the Bonds to the above listed Paying Agents, together with all appurtenant coupons, if any, maturing subsequent to the Redemption Date.

New York publisher restructures

By Anatole Kaletsky in New York
MCGRAW-HILL, the big New York publishing and information group, has announced a restructuring which would reduce its staffing levels by 1,000 full-time positions and cut the company \$22m in special charges.
The restructuring programme came as no surprise, although the company went through a major management reorganisation only last year.
Some Wall Street analysts had expected a more aggressive programme of asset disposals and responded without enthusiasm to the company's moves.
The main measures include asset write-downs in its General Books and Data Resources economic forecasting divisions, and cuts in headquarters staffing. Some of the staff savings would be achieved by a realignment in the structure.
The present three companies - McGraw-Hill Publishing, Financial Services and Information Services - would be abolished and replaced with a single management system, the company said.

Cash help for MeraBank Varsity boosted by engine side

By Robert Gibbons in Toronto
VARITY Corporation, the Toronto-based farm and industrial machinery group, lifted profits in the first nine months to US\$58.4m, or 22 cents a share.
The figures were up from \$53.7m, or 21 cents a year earlier, mainly due to a strong performance by the Perkins engine subsidiary and the Massey-Ferguson farm equipment division.
Sales in the latest period ended October 31 were \$1.58bn, down from \$1.65bn, because of a decline in volume by the car components division.
Long-term debt was reduced to \$200m, down \$125m from a year earlier and the lowest level since 1971.

EUROPEAN ECONOMIC COMMUNITY USD 200,000,000 11.50% 1983/1995

Table with columns for bond denominations (USD 10,000, USD 1,000, USD 100,000) and redemption dates (e.g., 1042-1043, 1048, 1143-1144, 1232). Includes a section for 'Amount outstanding after January 18, 1990: USD 100,000,000'.

US bank to cut problem assets

FIRST Interstate Bancorp, the US West Coast-based banking group, is setting up a programme to step up the disposal of problem assets at its Texas affiliate, AP-DJ reports.
As part of the programme, the company said it would add \$400m to its reserves, including a \$300m provision in connection with the liquidation of the asset disposal programme of its Texas bank.
First Interstate said that to maintain its equity capital position, it was planning to raise about \$400m of additional capital through an offering of 7.5m common shares.

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INTERNATIONAL CAPITAL MARKETS

NZ futures trade back to normal after default

TRADE ON the New Zealand Futures Exchange has returned to normal after falling off sharply two weeks ago following a member default...

Good trading volumes in the December and March five-year government bond contracts and the 90-day bank bill contract had been seen in the last few days, Mr Ward said.

Overseas experience of similar default problems suggested that overall confidence in the market could be damaged, Mr Ward said.

The London-based International Commodities Clearing House (ICCH) is close to completing an agreement with the Sydney Futures Exchange on continued provision of some services for the exchange's own clearing system.

The new system will involve members of the Sydney market contributing to their own guarantee fund, rather than drawing on the resources of the ICCH.

Standard & Poor's, the credit rating agency, gives the programme an A1 rating while its rival, Moody's, gives it Prime 1.

Dealers to the programme are Citicorp, Daiwa Europe, J.P. Morgan, Swiss Bank Corporation, and UBS Phillips and Drew.

Advisers to NZ sell-off appointed THE New Zealand Government has appointed Ord O'Connor, a local investment bank, and Baring Brothers Burrows & Partners of Australia as advisers to its public flotation of the State Insurance Office, Ruter reports.

Japan allows banks direct access to money market

By Robert Thomson in Tokyo

ALTHOUGH the Bank of Japan says the restrictions have never existed, foreign bankers believe that with a wink and a nod the central bank has approved direct interbank dealing in the short-term money market, a significant advance in the reform of the country's financial system.

US and European government officials have long complained about "administrative guidance" that has prompted foreign and Japanese banks to high brokers known as "tanishi" while the BoJ has argued it gives no guidance and imposes no restrictions on direct dealing.

According to a foreign official who has attended a bilateral meeting on the matter: "We say we want the restrictions lifted and the bank people say that there are no restrictions."

Nevertheless, banks have found it prudent to use the tanishi, which have traditionally allowed the central bank to exercise control over the short-term money market even though the BoJ does not want to be seen to be exercising tight control.

In return the tanishi receive a 0.04 to 0.0625 per cent commission on interbank transactions. A BoJ official maintained

that "we have never had a regulation prohibiting direct dealing for private banks," but a senior colleague added that the bank appreciates the use of the brokers.

However, he said the bank also appreciated the concern of foreign governments and institutions over financial system reform and he indicated there had been a policy change.

"We appreciate people using the tanishi, but that does not mean we don't want to see people in the market dealing on a direct basis. We have become more and more sensitive to foreign banks' needs."

"I think we have come to put a little more international consideration into money market activities."

That translates into a change of direction. A British bank representative said if that was indeed the case, "it is something we have wanted for a long time and represents a move towards a more western style of interbank market."

He added it should give foreign banks a more level playing field.

But foreign bankers caution that the test of the BoJ's intentions will be whether Japanese banks consistently make funds available for direct deals, as a lack of funds would suggest

the central bank was still exercising control.

The tanishi have traditionally been well-stocked with former BoJ officials, and so it was thought that their influence on the central bank had slowed reform.

An official for the Association of Tanishi Companies said that if the BoJ allowed unfettered direct dealing "it would be a big change for us."

"I think foreign banks would continue to use us because they don't have a good enough network for fund collection on their own. They will ask special brokers like us to do it for them."

A representative of a European bank stressed that some foreign banks were likely to continue to use the tanishi for convenience, but he argued that they were already capable of handling the paperwork that accompanies direct dealing in Japan.

He said the changed rules of the game were likely to apply gradually to Japanese city, regional and agricultural banks, as "this is a step in a series of steps."

The tanishi were created with the advent of the modern Japanese money market in 1902. Six companies have been licensed in perpetuity by the Ministry of Finance.

MoF to tighten accounting standards

JAPAN'S Finance Ministry is considering setting new corporate accounting standards for financial futures and options trading to ensure more accurate disclosure, Ruter reports.

The move is designed to protect investors from risk should companies hide big losses on growing futures and options trading. Under the new standards companies would have to

report potential profits or losses from unsettled futures and options positions based on market prices at the end of regular business hours.

Companies now have to report profit or loss only after futures and options positions are settled. There is no indication when the standards will be introduced.

The Tokyo International Financial Futures Exchange is planning to develop a computerized trading system in 1990, although the exchange has plans for extending trading hours, partly because of staffing problems.

The exchange is waiting for discussions on unification of the Globex and Aurora computerized trading systems to be completed.

FT INTERNATIONAL BOND SERVICE

Listed are the latest international bonds for which there is an adequate secondary market.

Table with columns: Issued, Bid, Offer, Day, Week, Yield. Includes sections for US DOLLAR STRAIGHTS, US DOLLAR CONVERTIBLES, and YEN STRAIGHTS.

Table with columns: Issued, Bid, Offer, Day, Week, Yield. Includes sections for YEN STRAIGHTS, YEN CONVERTIBLES, and FOREIGN STRAIGHTS.

* Information available previous day's price. Only one market maker supplied a price. Straight Bonds: The yield is the yield to redemption of the mid-price...

NEW ISSUE

This announcement appears as a matter of record only.

7th December, 1989



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The Nikko Securities Co., (Europe) Ltd.

Paribas Capital Markets Group

Shearson Lehman Hutton International

Société Générale

S.G. Warburg Securities

Multi-currency Euro-paper loan for Sumitomo

SUMITOMO Corp, the Japanese trading company, has appointed J.P. Morgan to arrange a \$500m multi-currency Euro-currency paper loan...

Standard & Poor's, the credit rating agency, gives the programme an A1 rating while its rival, Moody's, gives it Prime 1.

Dealers to the programme are Citicorp, Daiwa Europe, J.P. Morgan, Swiss Bank Corporation, and UBS Phillips and Drew.

Advisers to NZ sell-off appointed THE New Zealand Government has appointed Ord O'Connor, a local investment bank, and Baring Brothers Burrows & Partners of Australia as advisers to its public flotation of the State Insurance Office, Ruter reports.

Bank of Ireland U.S. \$150,000,000 Undated Floating Rate Primary Capital Notes

OPORTO GROWTH FUND NOTICE TO SHAREHOLDERS

The Hongkong and Shanghai Banking Corporation U.S. \$400,000,000 PRIMARY CAPITAL UNDATED FLOATING RATE NOTES

U.S. \$100,000,000 SNNP/IO Floating Rate Depository Receipts due 1992

DOMUS MORTGAGE FINANCE NO 1 plc \$100,000,000 Mortgage Backed Floating Rate Notes due 2014

PAN-HOLDING SOCIETE ANONYME LUXEMBOURG As of November 30, 1989, the unconsolidated net asset value was USD 318,577,219.47

INTERNATIONAL RESIDENTIAL PROPERTY ADVERTISING Appears every Saturday. For further details please contact: Clive Booth

U.S. \$275,000,000 of which U.S. \$200,000,000 has been issued as the Initial Tranche The Bank of New York Company, Inc. Floating Rate Subordinated Capital Notes due 1997

INTERNATIONAL CAPITAL MARKETS

Gilts trading volume again driven by swaps business

By Rachel Johnson in London, George Graham in Paris and Janet Bush in New York

SUDDENLY, activity in the UK government bond market is once again being driven by swaps business. Retail interest remains minimal. After the High Court ruled...

GOVERNMENT BONDS

In November that Hammer-smith and Fullbrook's currency and interest rate swaps were ultra vires, banks were left with an estimated \$500m exposure to local authority transactions.

On the day of the ruling, the gilts market lost a point either because the banks that had bought gilts to hedge fixed-rate positions sold them, or the market anticipated the shedding of gilts.

However, recent activity suggests that not all banks holding gilts to hedge fixed-rate transactions with local authority counterparties have sold out in advance of the outcome.

of the banks' appeal in January next year.

Almost all the gilts trading in London over the past few days - except, possibly, one sale by a Middle Eastern client which ran to nine figures - has been as a result of swap transactions of some sort.

The uptick has been a market gain of almost 1/2 point. The benchmark Treasury 9 per cent due in 2008 put on 1/2 to reach 92.

Some traders are saying that yesterday's activity is mostly derived from a bout of interest rate speculation.

"In the last few days there has been a lot of activity. Fixed and floating rates are being bought, which shows the views about interest rates are swinging both ways," said one house.

However, this is not a consensus view. On Wednesday, when the market fell a point, it was rumoured that banks were still unwinding outlaid swap positions with gilt sales.

BENCHMARK GOVERNMENT BONDS

Table with columns: Coupon, Red Date, Price, Change, Yield, Week ago, Month ago. Rows include UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

IN Sweden, the 1 point hike in the discount rate to 10.5 per cent had the effect of depressing yields on government bonds. Traders at James Capel in London were taking the news as a strong indication that interest rates would stay high for some time. This caused bonds, which are only measured in yield terms, to move downwards.

THE French Government yesterday sold FF7.02bn of bonds at its regular monthly auction, at prices fractionally above secondary market trading.

The auction takes total net funding by the Government in the franc bond market this year to FF100.6bn.

This figure may be increased, however, by non-competitive bids submitted after the auction by primary dealers, or reduced if bidders in the auction have chosen to offer existing renewable Treasury bonds (OATs) instead of cash for their purchases.

In addition, France has this year raised Ec11.55bn from an eight-year tax stock denominated in the European currency unit, the OAT Ecus per cent 1997.

Yesterday's auction focused on the 10-year fixed rate OAT 8.125 per cent 1998. The Government served FF7.70bn of the FF6.45bn bids lodged, at a cut-off price of 94.60. This gives a weighted average yield of

8.98 per cent, 2 basis points higher than at last month's auction but slightly below recent market yields.

US Treasury bonds slipped modestly yesterday amid nervousness about interest rate policy and caution ahead of today's November employment report.

At mid-session, the Treasury's benchmark long bond was quoted 1/4 point lower for a yield of 7.91 per cent. Short-dated maturities were up to 1/2 point lower, reflecting some renewed pessimism about whether the US Federal Reserve will ease monetary conditions soon.

The bond market reacted negatively to Wednesday's publication of the Fed's latest Tanzi Book, a monthly economic situation report which said that the economy was stable to modestly expanding.

This was a more bullish assessment than many felt was justified by recent economic figures.

French bourse backs guarantee fund plan

By George Graham in Paris

THE French stock exchange council has agreed plans for a new guarantee fund aimed at indemnifying investors if their stockbroker goes bankrupt.

Mr Régis Rousselet, the council's chairman, said yesterday the fund, which is subject to Finance Ministry approval, would be built up to FF500m (€83m) and should cover almost all investors.

The plans provide for a guarantee of up to FF200m for any bankruptcy. Each client would be covered for up to FF50,000 in cash deposits and up to FF2.5m of securities deposited with the broker.

The fund will be created with contributions from stockbrokers, but could call on the exchange itself for funds in case of an emergency. It will be managed independently of the exchange, possibly by a leading financial institution like the Caisse des Dépôts.

The new guarantee fund represents a determined effort to formalise the French stock exchange's investor protection mechanisms, which have in

the past been at the root of some of its worst problems.

Mr Rousselet took over as chairman of the exchange two years ago after the resignation of his predecessor, Mr Xavier Dupret. Following the revelation that the exchange had lost FF154m from its reserves by trading uncovered futures positions.

Since then the exchange has had to provision heavily for the failures of three member firms, Buisson, Baudouin and Boudier.

However, in the past the "guarantee" was a vague and unlimited promise to reimburse stockbrokers' clients in the event of a failure.

The new formula may not satisfy all parties. Mr Rousselet acknowledged yesterday that the guarantee fund was destined largely for the half dozen brokers who remained independent; some brokers owned by leading banks are reluctant to contribute heavily to the new fund as they feel their clients are already protected by their shareholders.

Issue activity patchy as secondary trading stays in doldrums

By Andrew Freeman

EUROBOND markets saw patchy business yesterday, with syndicate managers bringing many targeted deals for a variety of issuers.

With the exception of the INTERNATIONAL BONDS

Euco sector, where interest remained steady, secondary markets were quiet and traders reported low turnovers.

Late in the day, Bankers Trust launched a Rungliek Euro issue for Swedish Export Credits adding much needed liquidity to a successful existing Ec100m deal. The new paper sold almost immediately at 100%, a discount equivalent to full underwriting fees and in line with the existing bonds.

Three convertibles emerged. Morgan Stanley brought a \$75m 15-year deal for FMC Corporation convertible into the company's precious metals subsidiary. The bonds were quoted at 99 1/2 bid, well inside 2% per cent full fee. Traders

said the paper was well-priced, although final terms have not yet been set. Morgan Stanley said the bonds offered investors a bullish play on gold in addition to a current yield.

UBS Phillips & Drew issued a \$40m Eurosterling convertible for Hickson Capital, offering investor put options in order to attract international interest. The paper was trading at 97 1/2 bid, just below the par issue price. Of the deal, \$28m is subject to existing shareholders' clawback.

In an otherwise quiet Swiss market, Banca della Svizzera Italiana was the least manager of a \$170m deal for Footwork Corporation, the Japanese parcel delivery and mail order company. The bonds offered no coupon but met a good reception, and were quoted away from the lead manager at a 1 1/2 point premium to the par issue price.

Elsewhere, Kansallis-Osake-Pankki (KOP) made a rare foray as lead manager, bringing a \$100m floating-rate note issue for United Paper Mills. The notes carried a yield of 15 basis points over six-month Libor and were trading on full

fees at 99.60 bid. A KOP official said the deal was going relatively slowly because many banks were unfamiliar with the borrower as a credit.

Cedel, the Luxembourg-based clearing organisation, announced that from December 18 it will be offering settlement and custody services for about 500 Japanese equities.

An internal reorganisation at Société Générale's London operations will result on Monday in market making in German stocks passing from the group's merchant bank to its securities arm, Strauss Turbull.

This is part of the bank's move to rationalise the operations of the two units, although it has stopped short of wholesale restructuring.

Strauss Turbull, which already makes markets in Dutch stocks and began in UK equities two months ago, plans to offer comprehensive market-making services in major European shares," said Mr Peter Hogarth, chief executive.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Borrower, Amount in, Coupon %, Price, Maturity, Fees, Book runner. Rows include US Dollars, Australian Dollars, Yen, D-Marks, Sterling, Ecus.

Final terms. *Private placement. †Floating rate note. ‡With equity warrants. §Convertible. ¶Indicative put to yield. ††Put to yield 3.425%. †††First coupon at 3-month Yen Libor plus 1/2%, subsequent coupons will be fixed using a formula linked to Nikkei-Dow Jones Japanese Stock Market Index. ††††6-month Libor plus 100bp. †††††Put to yield 5.422%. ††††††Coupon cut by 1/2%. †††††††Coupon fixed as indicated. ††††††††Semi-annual coupon. Put after 5 and 10 years at 50% over 5 year gilt. †††††††††Fungible with Ec100m deal launched 20/11/1988.

LONDON MARKET STATISTICS

RISES AND FALLS YESTERDAY

Table showing rises and falls in British Funds, Corporate, Industrial, Financial and Properties, Plantations, Mines, and Others.

LONDON RECENT ISSUES

Table with columns: Issue, Price, Yield, etc. Rows include various corporate and government bonds.

FIXED INTEREST STOCKS

Table with columns: Issue, Price, Yield, etc. Rows include various fixed interest stocks.

RIGHTS OFFERS

Table with columns: Issue, Price, Yield, etc. Rows include various rights offers.

TRADITIONAL OPTIONS

Table with columns: Issue, Price, Yield, etc. Rows include various traditional options.

LONDON TRADED OPTIONS

Large table with columns: Issue, Price, Yield, etc. Rows include various traded options.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

Table with columns: Index No., Day's Change, etc. Rows include various equity groups and sub-sections.

FIXED INTEREST

Table with columns: Index No., Day's Change, etc. Rows include various fixed interest indices.

Actuarial indices 234.1, 10 am 236.2, 11 am 235.7, Noon 234.8, 1 pm 234.1, 2 pm 234.2, 3 pm 234.2, 4 pm 234.0, 5 pm 234.0. 2.00pm 1.50pm Yield, High and Low rates, Base rates, values and consistent changes are published in Saturday issues. A list of constituents is available from the Publishers, The Financial Times, Southwark Bridge, London SE1 9UL, price 15p, by post 34p.

UK COMPANY NEWS

Johnson Matthey rises 6% to £33.5m

By Clare Pearson

JOHNSON MATTHEY, precious metals refining and marketing group, managed a 6 per cent rise in pre-tax profits to £33.5m, against £31.5m last time, on turnover of £702.9m (£664.6m) in the six months to end-September.

Unlike the accompanying announcements of board changes, this result was in line with expectations.

The interim dividend was unchanged at 2.5p. Fully-diluted earnings per share edged up to 13.9p (13.9p).

Mr Joseph Stevenson, newly-appointed chief executive, said aspects of the UK and the US economies had adversely affected the company during the period, and this would also be reflected in the second half results.

Lower UK car production was making itself felt, while parts of the colours business continued to be hit by the downturn in UK housebuilding. However, firming precious metals prices and the strengthening dollar, should be positive factors.

During the first half, the average sterling price of platinum was broadly similar to last year. But some benefit was gained from exchange rates on the transition of overseas earnings as the dollar was 7 per cent stronger against sterling.

Materials technology, the umbrella for a range of activities including bio-

medical products, electronic materials, and catalysts, was the only division to improve operating profits during the first half.

This division achieved a 29 per cent increase to £14.6m. The launch of Carboplatin, the newest platinum-based anti-cancer drug, produced a strong US contribution. In electronic materials, the two US acquisitions made in the first quarter had been integrated satisfactorily. There are plans to spin off this business as a separate division.

Operating profits from precious metals were £10.5m (£11.5m), with a slightly better performance from marketing offset by difficult conditions for refining outside the UK.

Lower UK housing starts were reflected in a result for the colours and printing division of £4m (£4.7m).

Catalytic systems produced a same-again result of £9.5m, affected by the US car market. Construction of a £15m plant at Brussels to cater for the growing European market for autocatalysts is nearing completion, and the factory should open next February.

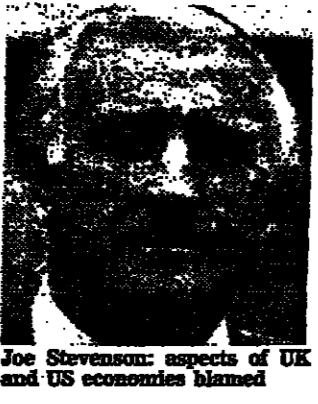
Capital expenditure for the year is expected to total more than £50m, up from £33.7m. The Brussels plant, expansion of the colours business in the UK and of the French printing operation would absorb most of this.

Taking control with minority holdings

Kenneth Gooding on Charter Consolidated's move into Johnson Matthey

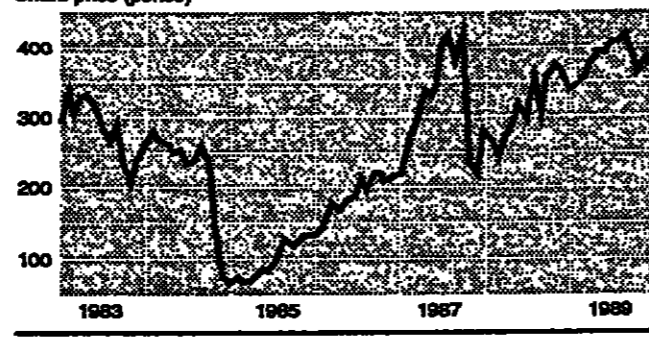
THE LATEST boardroom upheaval at Johnson Matthey and Charter Consolidated, two quoted UK companies, provides a prime example of how Mr Harry Oppenheimer's Anglo American De Beers mining empire can sometimes exercise control without having to bid for a majority of the shares.

Anglo owns only 36 per cent of Charter via Minorco, its Luxembourg-quoted investment company. But a little more than a year ago Minorco moved in on Charter. A clutch of Charter executives were ousted, including Mr Neil Clarke, chief executive, and Mr Jocelyn Hambro, chairman.



Joe Stevenson: aspects of UK and US economies blamed

Johnson Matthey



David Davies: ex-merchant banker coming to head JM

Next in the firing line was Johnson Matthey, a precious metals refining and marketing group, in which Charter has a 38.6 per cent shareholding. JM the biggest single investment in the Charter portfolio and contributes about one-third of the earnings.

JM has made a remarkable recovery since 1984 when the collapse of its subsidiary, Johnson Matthey Bankers, threatened the whole group. The Bank of England took over the banking operations for a nominal £1 and Charter sent in Mr Clarke to become JM's chairman. He recruited Mr Gene Anderson, from the Calumet Corporation in June 1985. Since then JM's debt has been reduced from £465m to £20m and the net profit tripled to £64.4m in the year to March 31.

Mr Anderson had two years of his contract remaining, thus opening up the possibility that he might be entitled to a £500,000 payoff.

Mr Clarke yesterday also announced his resignation as JM's chairman, thus paving the way for two key executives from Charter to move in.

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Norwegian ship owners take 80% stake in KCA

By Andrew Bolger

A NORWEGIAN ship-owning family has bought a majority stake in KCA Drilling, the British oil services company chaired by Sir Monty Finniston.

Outline Ltd, a Guernsey-registered vehicle for the family funds of Mr Wilhelm Blystad, has bought 80 per cent of KCA at 12p per share, which values the whole of KCA at £9.6m.

Outline agreed the deal with Rosshold, KCA's management company, and Chembank Nominees, Rosshold's bank, which held the shares as security for loans made to Rosshold.

Outline's interest in KCA will be reduced to 51 per cent

by the placing of 23m shares by stockbroker T C Coombs at 12p per share.

Under Rule 9 of the Takeover Code, Outline is obliged to make an offer for all the remaining shares of KCA.

Accordingly Henry Ansbacher, Outline's bank, has offered 12p per share to remaining shareholders.

However, Outline will urge existing KCA shareholders not to accept the offer.

Outline wants to maintain KCA's listing and keep the other existing shareholders.

Any acceptance of the offer will be placed by T C Coombs. Shares in KCA closed yesterday at 16p, down 2 1/2p.

Outline said KCA's expertise at an operating level was well demonstrated by its ability to win and retain platform rig service contracts with major international oil companies in difficult market conditions.

Outline said KCA had been adversely affected by market conditions in common with other drilling contractors.

Turnover of £38.9m in 1988 fell to £25.5m in 1989, while pre-tax profits fell from £8.7m to £2.8m over the same period.

Although KCA's North Sea platform business had grown significantly since 1981, its profitability had fallen as a result of these very competitive conditions.

YJ Lovell advances to £33.4m

By Ray Bashford

YJ LOVELL, which is in the early stages of a struggle for control of its competitor in the housing and construction industry, Higgs and Hill, boosted pre-tax profits 36 per cent during the year to September 30.

In line with the forecast contained in the offer document released at the time of the £137m bid, Lovell increased the pre-tax result from £24.43m to £33.37m. Earnings per share rose by 37.5 per cent to 38.5p (28p).

The company's house building operations made an increased contribution to the group result although conditions have tightened since the balance date.

Much of the increase from housing came through the group's partnership building with groups such as local authorities.

This has helped insulate

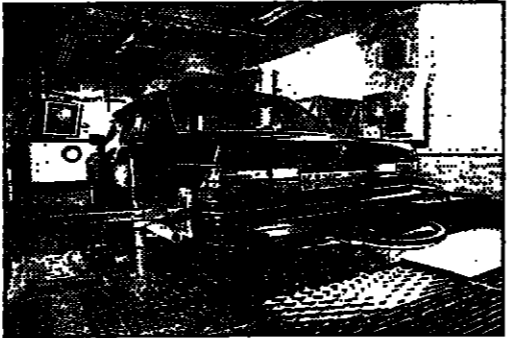
those under review, the progressive relocation of the company's principal house building operations away from the south-east of England and continued participation in less risk-prone partnership building, will help insulate the company from the worst of the decline afflicting many of its competitors. The construction business is likely to provide a further increased injection to the group result. A chase for improved margins on this side of operations appears to have paid off with operating profits estimated to have almost doubled during the past 12 months. Lovell appears on course to return a pre-tax profit of £37m this year, placing the shares on a prospective multiple of 5.5 and reflecting concern about the housing market and possible dilution of earnings if the company wins control of Higgs and Hill.

These figures add further interest to the intriguing battle which is developing with Higgs and Hill. They do little to bolster Higgs and Hill's claim that Lovell is heavily dependent on the house building sector. While the current 12 months will be more difficult than

Johnson Matthey—using precious metals for all their worth

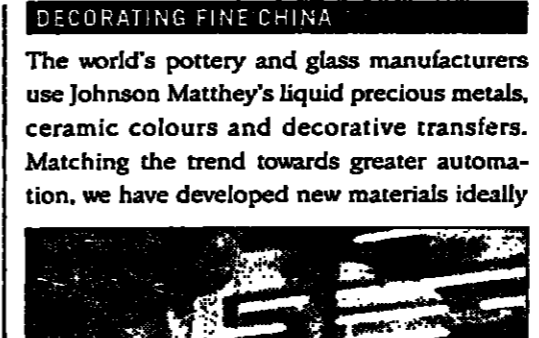
Refining and marketing precious metals are just part of Johnson Matthey's wide field of activities. Operating in 25 countries, we exploit the unique properties of these, and other specialised materials, to provide an unrivalled range of products for applications as diverse as cleaning the environment, bringing new hope to cancer patients, decorating fine china, and satisfying the demanding needs of the electronics industry.

DEVELOPING TOMORROW'S MATERIALS
Johnson Matthey's commitment to advanced materials technology is backed by far-reaching R&D programmes. Our principal Technology Centre in the UK is one of the best equipped units of its kind, and is presently being expanded. It works closely with our worldwide businesses on existing products and new materials.



CLEANING THE AIR WE BREATHE

More than 200 million cars throughout the world are now fitted with autocatalysts. Using the catalytic properties of the platinum metals, they provide the most effective means of removing the pollutants from car exhaust gases. Johnson Matthey, who lead the world in autocatalysts, will soon open a new plant in Brussels, raising our European capacity to 6 million units p.a. as emissions control legislation takes effect.



DECORATING FINE CHINA

The world's pottery and glass manufacturers use Johnson Matthey's liquid precious metals, ceramic colours and decorative transfers. Matching the trend towards greater automation, we have developed new materials ideally suited to automatic application by our customers. Our new high-specification equipment and expanded capacity in the UK and France will maintain our leadership in these specialised products.



LOOKING FORWARD TO 1992

Already well-established in Europe, we view 1992 and the Single Market as a fresh and exciting challenge. The opening of our new autocatalyst plant in Brussels, the concentration of platinum metals fabrication on an adjacent site, and the expansion in Milan of our metal joining materials unit, coupled with a computer network serving all our European locations, mean that we are well placed to grasp the new market opportunities.

WINNING THE WAR AGAINST CANCER

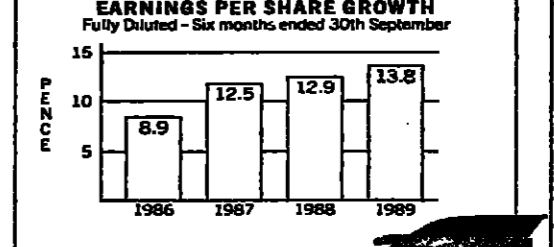
Thanks to the special properties of certain precious metal compounds, some forms of cancer can now be treated successfully. Carboplatin, the platinum-based anti-cancer drug that rewarded 12 years' effort by Johnson Matthey.



Bristol-Myers Squibb and The Institute of Cancer Research, is now saving lives in Britain, America and Canada. New agreements just signed by the three parties are aimed at developing new and improved forms. Much of our continuing research effort goes towards further biomedical applications of precious and other metals.

ENSURING RELIABILITY IN ELECTRONICS

Sophisticated electronic components and equipment require basic materials of the highest purity. Johnson Matthey's refining, chemical and metallurgical expertise meets the most stringent specifications in products (some 99.999999% pure) for high-speed semiconductor devices, sophisticated circuitry-for defence equipment and other applications.



NOTE: Past performance is not necessarily a guide to the future.

Tiphook plc

◆ Pre-tax profits up 124% to £10.1m

◆ Earnings per ordinary share rise by 53% to 19.6p

INTERIM RESULTS (Unaudited) FOR THE HALF YEAR ENDED 31st OCTOBER 1989			
	1989	1988	Increase
Turnover	£74.8	£45.1m	65%
Profit on ordinary activities Before taxation	£10.1	£4.5m	124%
Profit on ordinary activities After taxation	£10.1	£4.1m	146%
Dividend per ordinary share Interim dividend - net	2.70p	2.15p	25%
Earnings per ordinary share - Basic	19.6p	12.8p	53%
Earnings per ordinary share - Fully diluted	18.3p	N/A	N/A

"We continue to grow both in terms of profits and earnings per share... Our financial controls are strong, our interest rate cover is good and we are well protected against adverse interest rate movements. These factors and current business activity levels lead me to look forward to reporting the Group's full year results."

ROBERT J. MONTAGUE - EXECUTIVE CHAIRMAN

TIPHOOK PLC, LANCASTER HOUSE, 7 ELMFIELD ROAD, BROMLEY, KENT, ENGLAND. TELEPHONE: 01-460 6060

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Address: _____

Send to: The Company Secretary, Johnson Matthey Plc, New Garden House, 73 Hatton Garden, London EC1N 8JP

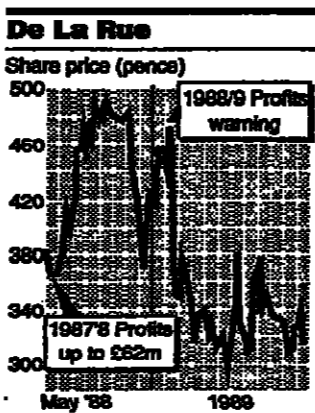
Johnson Matthey

UK COMPANY NEWS

High technology subsidiaries blamed for downturn De La Rue shares hit as profits fall

By Andrew Hill

PERSISTENT losses at De La Rue's high-technology subsidiaries have again hit the banknote printer's profits, in spite of management action to correct the problems. The shares fell 22p to 315p yesterday after the group revealed that trading profits at its continuing security products business had slipped 31 per cent in the six months to September 30 - from £18.1m to £12.4m. Mr John White, De La Rue's finance director, said most of that shortfall could be blamed on Printrak, which makes fingerprint identification systems, and Remdaq, the electronic security subsidiary. First-half taxable profits for the whole group fell from £16.5m to £9.65m, although the 1989-89 figures include a £3.74m contribution from printing technology subsidiaries, principally Crosfield Electronics, which was sold to Du Pont and Fuji Photo in August for £255m. Yesterday's statement by Mr Peter Orchard, De La Rue's



chairman, said: "There are problems related to the fulfilment of contracts [at Printrak and Remdaq] which are proving somewhat intractable and are very difficult to quantify." Mr White said the companies had suffered from a shortage of orders at the beginning of the financial year and had then had difficulty completing large software contracts in the US and Middle East on time and as specified. De La Rue will also have to repay part of the £235m received for Crosfield, which incurred "a substantial trading loss" in the first half. The deal with Du Pont and Fuji was completed in October, but the price can still be adjusted by the difference between the subsidiary's net assets of £134m at the end of March, and its net assets of £157m at the end of September. Mr White said he hoped accounts for the two sides would have agreed a final, lower price by the end of January. Crosfield's actual losses will appear as an extraordinary item, offset by the final pro-

good performance from the core banknote and security printing business. Turnover was down from £247m, including printing technology, to £161m in the first half and earnings per share dropped to 6.1p (11.3p). The interim dividend was held at 3.2p. Poor performance from Crosfield and Printrak caused the collapse in De La Rue's 1988-89 profits from £62.4m to £26.3m, and helped trigger a short-lived hostile bid from Newton Opax, the specialist print and packaging group. That cost De La Rue £260,000 below the line in the first half, in spite of the fact that the group did not have to publish a defence document, because Newton fell to a bid from Boverat Industries. Bid speculation is still buoying the De La Rue share price, based on uncertainty about a 22 per cent stake controlled by Mr Robert Maxwell, the publisher, who was interested in buying the Crosfield business. See Lex



Mr Godfrey Bowles (above) was yesterday appointed managing director of Pearl Group following the success of Australian Mutual's £1.24bn offer for the UK insurance company. After joining AMP in 1988, Mr Bowles held several senior roles and takes up the post with the Pearl following a period as the Australian company's general manager in charge of corporate affairs. Sir James Calderstone, who becomes chairman of AMP's main board early next year, and Mr Ian Salmon, chief of the group's international operations, were also appointed to the Pearl board. Mr Elinor Holland will be replaced by Lord Catto, chairman of AMP's UK operations, as Pearl's chairman, but he will remain on the Pearl board as a non-executive director.

Water flotation heavily oversubscribed

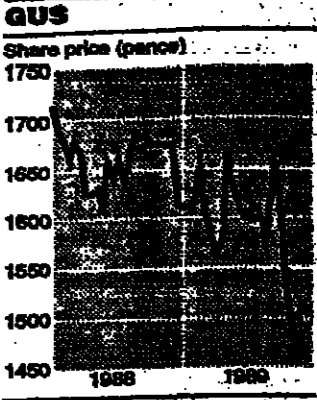
By Clare Pearson

THE OFFER for sale of shares in each of the 10 water companies has been oversubscribed, it was confirmed yesterday as counting application forms for the £5.24bn flotation continued. J. Henry Schroder Wagg, financial advisers to the Government on the share sale, revealed that demand for the companies' shares in aggregate had been at least 1.75 times the size of the £1.2bn public offer - enough to trigger clawback from overseas investors. It is also now clear that demand for shares in some of the companies has been enough to trigger clawback from UK institutional holders, a process which only comes into play when an individual offers more than 2.25 times the number of shares available. Speculation mounted yesterday that in aggregate the public may have applied for as much as three times the number of shares available. The exact levels of oversubscription will be announced next Monday. The Government designed

Shares fall 10p in sector hit by pessimistic CBI/FT retail survey GUS in line with expectations at £166.2m midway

By Maggie Urry

GREAT UNIVERSAL Stores, the retail, finance and property group, yesterday reported interim profits up 5 per cent from £158m to £166.2m, in line with analysts' expectations. Sales in the six months to end September rose by 3 per cent from £1.22bn to £1.26bn. Including realised property profits of £2.3m (£4.3m) pre-tax profits rose to £171m (£162.5m). The interim dividend is up 10 per cent at 11p. The shares fell 10p to close at 1109p, with retail shares generally weak after a pessimistic report from the CBI/FT retail survey.



Mr Trevor Spittle, deputy chairman, said he thought the results were good given the more stringent climate for consumer spending. He said the group's asset value had risen to around 1100p a share. The company has been buying back its own shares, some 576,000 have been acquired so far, and Mr Spittle said it would continue to review making purchases if doing so would enhance earnings per share. At present purchases up to around 1150p would add to earnings, analysts reckon. The contribution from the home shopping business to group post-tax profits fell from 45.4 per cent to 41 per cent. Mr Richard Pugh, head of the division, said high interest rates had affected spending. The postal strike in September last year was still having an effect in that it had disrupted the most important period for recruiting agents. Mr Pugh said operations in Continental Europe had fared better. The after-tax contribution from GUS's Burberry and other retailing divisions fell from 13.8 per cent to 11.6 per cent. Mr Stanley Peacock, who runs the division, said the weaker pound was helping Burberry's sales to tourists. The younger ranges, under the Thomas Bur-

Bunzl sells EESCO to management for £55m

By John Riddling

BUNZL, the distribution and specialist manufacturing group, yesterday announced the disposal of EESCO, its US electrical products distribution business, to management for £55.6m in cash. The disposal is the first step in a radical restructuring strategy announced in September which involves the sale of three of the group's businesses representing about 15 per cent of trading profits. Bunzl is seeking to refocus on four core business areas after a process of rapid expansion and diversification had overextended the group's management resources and resulted in borrowings of over £300m. At one stage, in the two years after January 1986, Bunzl was buying a new company every two weeks. EESCO, which is based in Chicago, has only been part of Bunzl since October 1987 when it was acquired for \$40m. It is one of the largest independent electrical products distributors in the US, and is principally involved in electrical compo-

nents, wire and cable, and lighting and control equipment. As with Bunzl's paper manufacturing and graphic arts supplies businesses, the two other operations up for sale, EESCO is profitable. In 1988 it reported pre-tax profits of \$5.6m on sales of £140.6m. But Mr James White, Bunzl's chairman, said that "the opportunities to expand EESCO by acquisition and gain a significant market presence have been limited by the high prices currently demanded for businesses in this sector." Bunzl argues that the growth prospects in its four core businesses - paper distribution, building materials distribution, filter manufacture and plastics manufacture - are more promising and that there are advantages in concentrating financial and management resources on a smaller range of activities. Mr Tim Rothwell, analyst at Barclays de Zoete Wedd, said that Bunzl had got a good price

Smith & Nephew below forecasts with £100m

By John Riddling

SMITH & NEPHEW, the healthcare and consumer products group, yesterday announced a 17 per cent increase in pre-tax profits, from \$58m to \$68.6m for the first three-quarters of the current financial year. The results were slightly below market expectations and shares slipped 8p to close at 138.5p. The company also revealed that Mr Leon Fern, head of the group's medical products division in the US, and a director on the main board, has resigned. The company said that Mr Fern had resigned to pursue other business interests.

Guiton versus Guernsey takeover verdict today

By Jane Fuller

THE FIRST takeover battle between two Channel Islands companies will be decided today when Guiton's final £17.2m offer for Guernsey Press closes. An rivalry between Jersey and Guernsey dates back to the Civil War, emotions have run high throughout the battle, particularly as the target's flagship is Guernsey's only newspaper. The offer values the Guernsey Press shares at 300.9p each, whereas the latest matched-bidder's offer is at 290p. But because of thin trade in the stocks, some doubt has been cast on the value of the offer, which now includes a 50 per cent cash alternative. Deciding the bid are 227 shareholders, of whom 189 are Guernsey based. More than a third of the equity lies in the hands of people who inherited it. However, about 27 per cent is with institutions, the most important being the Guernsey branch of the London-based investment company 3i. It has a 19.6 per cent stake in Guernsey Press and a 2 per cent stake in Guiton. It also has the same local chairman, Mr John Morris, as the investment Trust of Guernsey, which has 3.8 of the target's equity. The trust has a London-based fund manager, who makes a recommendation to the local board. In 3i's case, the local branch makes the decision after discussions with advisers in both London and Jersey. Even if Guernsey Press escapes, there is some speculation that it will "never be the same again." This is because a substantial dip in profit created the opportunity for Guiton to strike and it is felt that earnings growth must be restored to deter any other predators.

Grosvenor Capital seeks investment trust status

By Clare Pearson

GROSVENOR Development Capital, a venture capital organisation which emerged from the old National Enterprise Board in the early 1980s, is seeking to turn itself into an investment trust by joining the main market via a placing of ordinary shares and loan stock. Some 5m ordinary shares are being placed, at a price of 100p each, giving it a market value, exclusive of the loan stock, of £500m. Convertible unsecured loan stock worth in total £12m, payable as to 50p on application and 50p in November next year, is being issued. The company intends to conduct its affairs so that with effect from December 14th it should qualify as an investment trust for tax purposes. Its biggest investment is in Sage Group, the business software concern that joined the market yesterday. Grosvenor sold 998,000 Sage shares, leaving it with 14.7 per cent of the enlarged share capital.

Pointplus Public Limited Company Recommended Offer for The Monotype Corporation plc James Capel & Co. Limited ("James Capel") announces on behalf of Pointplus Public Limited Company ("Pointplus") that, by means of a formal offer document dated 6th December, 1989 (the "Offer Document") despatched to shareholders of The Monotype Corporation plc ("Monotype"), James Capel has made an offer (the "Offer") on behalf of Pointplus to acquire the entire share capital of Monotype not already owned by Pointplus or its associates. Terms defined in the Offer Document have the same meanings in this advertisement. The Offer for Monotype shares is on the basis of 150p cash for each Monotype share. There is a Loan Note Alternative. The full terms and conditions of the Offer are set out in the Offer Document. This advertisement does not constitute and must not be construed as an offer. Persons interested may only rely upon the Offer Document for all its terms and conditions. The Offer will not be made directly or indirectly in, or by the use of the mails or by any means or instrumentality of interstate or foreign commerce or of any facilities of a national securities exchange of the USA. The Loan Notes have not been, and will not be, registered under the United States Securities Act of 1933, as amended, and, accordingly, will not be, directly or indirectly, offered, sold or delivered in the USA or to or for the account or benefit of any US person. The existence of the Offer is by means of this advertisement advised to all persons to whom the Offer Document may not be despatched who hold, or who are entitled to have allotted or issued to them, Monotype shares. Such persons are informed that copies of the Offer Document and Form of Acceptance will be available for collection from Bank of Scotland, New Issues Department, Apex House, 9, Haddington Place, Edinburgh EH7 4AL or Bank of Scotland, New Issues Department, 3rd Floor, Broad Street House, 55, Old Broad Street, London EC2P 2HL. The Directors of Pointplus accept responsibility for the information contained in this advertisement. To the best of the knowledge and belief of the Directors of Pointplus (who have taken all reasonable care to ensure that such is the case) the information contained in this advertisement is in accordance with the facts and does not omit anything likely to affect the import of such information. This advertisement is published on behalf of Pointplus and has been approved by James Capel, which is a member of The Securities Association, solely for the purposes of section 57 of the Financial Services Act 1986. 8th December, 1989

SAGE THE SAGE GROUP plc (Incorporated in England under the Companies Act 1985 Registered No. 2231246) Placing by SCHRODERS of 5,726,591 ordinary shares of 5p each at a price of 130p per share Share capital £1,150,000 in ordinary shares of 5p £615,584.45 The Sage Group plc develops and markets a range of business software for personal computers. Listing particulars relating to the Company are available in the statistical services of Exel Financial on weekday up to and including 22nd December, 1989 from: The Sage Group plc, Schrodor Securities Limited, Wise Speke Limited, NEI House, 120 Cheapside, Commercial Union House, Regent Centre, London EC2V 6DS, 59 Pilgrim Street, Gosforth, Newcastle upon Tyne NE1 6RQ. and (for collection only) during normal hours on 11th and 12th December, 1989 from The Company Announcements Office of The Stock Exchange at 46-50 Finsbury Square, London EC2A 1DD. 8th December, 1989

Table with columns: Current payment, Date of payment, Corresponding dividend, Total for year, Total last year. Lists dividends for various companies like Archer (A), Carr's Milling, Clayhills, Drummond Group, Euromoney, Feedback, Grandmill, Greycoat, GUS, GWN Group, In Shops, Johnson Matthews, Lovell (V), Macdonald Martin, Macdonald, NES International, Murray Enterprises, Phoenix Timber, Pilkington, Robertson Group, Strathline Metals.

Table with columns: Company Name, Date. Lists board meetings for companies like Ansh Group, Elton Travel Group, Gold Greenleaf Trust, Leighton & Co, M & G Second Dual Trust, Snet (Switzerland), Snet (USA), TGI, Wellman, Hambros Advanced Tech, Kofsky Ind, Kofsky Ind, Lox (Arthur), McCarthy & Sons, WFI, Peter Electronics, Snet, TGI, Ventures Plant Group, Westminster & Dudley Group.

GUS THE GREAT UNIVERSAL STORES PLC Comparative Consolidated Profits (unaudited) Half-year ended 30 September. 1989 1988. Turnover: £1,289.9 vs £1,218.5. Profit before taxation: £171.0 vs £162.9. Taxation: £58.1 vs £4.9. Profit after taxation: £112.9 vs £108.0. Profit after taxation attributable to ordinary stockholders: £112.8 vs £107.9. Extraordinary profit on disposals: £9.1 vs £30.0. Earnings per ordinary stock unit: 43.4p vs 41.1p. Trading activities and realised property profits: 45.0p vs 43.0p. Interim dividend declared: 11.0p vs 10.0p. Post-tax analysis of comparable divisional income: Burberry products, retail and merchandising (41.0 vs 48.4), Consumer and corporate finance, business information services and investment income (32.4 vs 25.1), Property rentals and realised property profits (15.0 vs 13.7). Income analysis by geographical area: United Kingdom (83.9 vs 85.9), Western Europe (6.9 vs 7.2), North America (3.7 vs 2.7), Far East and Africa (5.8 vs 4.2). Trading Review: The Group now constitutes four major divisions which represent most of its activities - Catalogue Home Shopping and related operations - Consumer and Corporate Finance and Business Information Services - Property Investment and Redevelopment - Burberry Products and Retailing. 8th December 1989

UK COMPANY NEWS

Order delays cut MS profits 35% to £1.2m

By Andrew Bolger

MS ENGINEERING, the defence and engineering group, yesterday reported a 35 per cent decrease in pre-tax profits to £1.2m in the six months to October 31. Turnover rose to £16.8m (£16.7m).

Mr Michael Bell, chairman and chief executive, blamed the drop in profitability on delays in the receipt of orders, particularly in the group's defence and electrical equipment divisions, which had trimmed margins.

Mr Bell said the impact on profits had been limited by cutting the workforce by 10 per cent to just over 700 people, introducing cost controls and strengthening management.

MS said the companies in its mechanical engineering division performed reasonably well, allowing this division to become the group's prime source of profits in the half-year.

The company's order books were now healthier than a year ago, with business spread across both divisions.

A restoration in volume of orders for the defence-related businesses had been supplemented by an order worth more than £2m from the Royal Navy for 24 gun mountings. This single order would extend delivery of the product through to the end of 1992.

MS still hopes to obtain a US

Navy order for gun mountings which could be worth about £20m over a 15-year period.

Mr Bell said that the current level of activity across the group, combined with cost reductions and stronger management, should allow the group to look forward to the traditionally stronger second half with confidence.

He added: "Although we have experienced some short-term difficulties, we should achieve a reasonably satisfactory outcome for the year."

Earnings per share fell 40 per cent to 2.5p (4.3p). The interim dividend was increased to 1p (0.9p).

Metsä-Serla sees 20% downturn in UK Paper results

By Maggie Urry

A FORECAST fall of over a fifth in annual profits for UK Paper was contained in yesterday's offer document from Metsä-Serla, the Finnish forest products group which is making an agreed £265m takeover bid for the British paper company.

Combined with a valuation of UK Paper's surplus land at a level well below expectations, analysts said the document was an attempt to justify the target company's assertion that the bid was at a fair and reasonable price.

Some analysts believe that UK Paper is selling out too cheaply. One said, "We are advising clients not to sell."

All the merchant banks are looking for another buyer. Some arbitrageurs are believed to have bought shares in UK Paper in the hope of a higher bid.

The offer document said UK Paper's pre-tax profits for 1989 would be around £15m, compared to the £19m made in 1988.

At the interim stage pre-tax profits were up by 2.5 per cent to £9.2m, and the forecast implies a near halving in profits in the second half of the year.

Earnings per share are forecast at 17.4p, giving a prospective p/e of 19 at the cash offer price of 330p a share. UK Paper's shares, were up to 335p.

The offer document put a value on the 288 acres of surplus land which UK Paper owns around its Kemley and Sittingbourne mills in north Kent. The group has applied for planning permission so that the land could be developed for industrial and residential use.

The land has been valued at £16.9m without planning permission, and £33.7m if it had outline planning permission. These valuations are well below some analysts' estimates.

The offer document points out that if the land were sold at these valuations capital gains tax of £5.2m or £11.1m respectively, would be payable.

Metsä-Serla is understood to have bought more shares in the market yesterday, at the offer price, taking its stake up to 4 per cent. UK Paper directors have 7.5 per cent and intend to accept the bid.

Kingfisher responded to the Dioxons' statement saying that Dioxons directors were deluding themselves, and it would take more than an upturn in the electricals market for the group to recover. "They need strong management and they need it now," said Kingfisher.

Dioxons share price fell 2p to 139p, which compares with the cash offer of 120p a share. Kingfisher's shares were 3p down at 267p.

Dioxons repeats its rejection of Kingfisher's unwanted bid

By Maggie Urry

DIXONS, the electrical retailer which on Wednesday received an unwanted £568m offer from Kingfisher, the Woolworths, B&Q, Comet and Superdrug retail group, put out a further rejection statement yesterday.

Dioxons said "Kingfisher clearly recognises Dioxons' potential as the world's largest specialist retailer of consumer electronics and the opportunities for future growth that this brings."

Mr Stanley Kaimis, Dioxons'

chairman, said "it is equally clear, however, that Kingfisher does not understand the changes that are being implemented for the longer term benefit of the business and Dioxons' shareholders. It is making an opportunist bid during a downturn in the economic cycle."

"I am confident that we will be able to demonstrate that the Kingfisher offer seriously undervalues the Dioxons shares," he added.

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Baillie Gifford and Japanese bank form investment company

By James Suxton, Scottish Correspondent

BAILLIE Gifford, the Edinburgh fund management company, is setting up a joint investment management company with Toyo Trust & Banking Company, one of Japan's largest trust banks.

Under the 50-50 joint venture Baillie Gifford will supply fund management expertise while Toyo Trust & Banking will provide funds. The new entity, called Toyo Trust Baillie Gifford, will invest mainly in UK and continental stock exchanges.

Toyo will initially inject between ¥10bn and ¥20bn

(£282m) into the venture. In addition Toyo will assign a fund manager and a trustee to work in the Scottish company's Edinburgh office.

Mr Gavin Gemmill, Baillie Gifford's senior partner, said the venture enabled Baillie Gifford to enter the Japanese fund management market without having to establish a presence in Japan, while it enabled Toyo to achieve more exposure in European equity markets.

Toyo has up to now invested overseas mainly in dollar stocks and bonds.

Toyo, with employable funds

of \$63bn, is the 26th largest banking institution in the world. It does commercial banking and trust banking, which involves fund management.

Baillie Gifford is by a narrow margin the largest fund manager in Edinburgh, currently managing £3.25bn, of which £1.8bn is pension fund money.

More than two years ago, Baillie's Edinburgh neighbour Ivory & Sims concluded a similar deal which created a joint venture with Sumitomo Trust and Banking Company. The venture, called Sumitomo Ivory & Sims, also involves Japanese staff from Sumitomo working in Edinburgh.

Mr Gemmill dismissed the possibility that Toyo would rapidly acquire the Edinburgh company's expertise and disperse with the joint venture. Baillie Gifford's expertise was very extensive, he said, and both partners had long-term strategies.

Interest charges reduce Phoenix Timber profits

By Andrew Hill

RISING INTEREST charges more than halved interim profits at Phoenix Timber Group, the Essex timber products and property care services business, which made £479,000 before tax in the six months to September 30, compared with £995,000.

Mr Peter Quinn, chairman said that the £5.2m net proceeds from the sale of the group's wharf site at Rainham had been used to reduce group borrowings from about 60 per cent of shareholders' funds to a more comfortable 50 per cent.

The wharf sale - to B&L, the building materials group - came too late to reduce the cost of borrowing in the first half, which rose from £714,000 to £1.36m, pushed up by higher interest rates. There was an extraordinary profit of

£1.5m on the deal.

Mr Quinn said the wharf sale would benefit the second half and Phoenix was continuing to improve efficiency to offset inflationary pressure.

"I don't think anyone is happy with the building market at the moment - particularly housebuilding - but I think we have shown that we have been able to survive the latest downturn in activity," Mr Quinn said yesterday.

Earnings per share in the first half slipped from 6.7p to 2.9p and the interim dividend was maintained at 1.1p per share.

Group turnover rose to £36.1m (£30.5m) with all operating divisions increasing sales, in spite of pressure on the importing and distribution activities and adverse conditions in the furniture trade.

Drummond falls to £608,000

By Andrew Hill

DRUMMOND Group, with principal activities of cloth manufacture and property management, reported reduced profits and turnover for the half year ended September 30.

Pre-tax profit was down from £704,000 to £608,000 and turnover down from £15.88m to £13.02m, leaving earnings per share reduced from 4.46p to 2.56p after tax of £207,000 (£203,000).

Mr Stefan Simmonds, chairman, blamed the poor results on "the downturn in the High Street with an increase in pressure on margins".

The company does not expect market conditions to improve in the short term and anticipates that the full year's profits will be below those of last year, but is maintaining the interim dividend at 1p as a sign of confidence in its long term prospects.

Macdonald Martin nears £3m

By Andrew Hill

MACDONALD Martin Distilleries yesterday announced a 66 per cent rise in pre-tax profits for 1989 to £2.96m in the six months to September 30. The advance was achieved on turnover up 24 per cent from £10.4m to £12.92m.

Mr DW Macdonald, chairman, attributed the progress to the strategy of developing distinctive quality brands interna-

tionally.

However, he warned that growth in the second half was not expected to be as high, but the full year should show a satisfactory increase over the fifteen months to March.

A interim dividend of 8p (6p) is to be paid per 'A' share and 4p (3p) per 'B' share from earnings per 'A' share of 68.74p (49.14p) and per 'B' share of 34.37p (24.57p).

Continued growth at In Shops

Growth continued at In Shops, the retail centre group, in the six months to the end of September, with pre-tax profits 52 per cent higher at £1.32m, against £870,000.

Last year profits increased by 73 per cent.

Turnover was up from £4.73m to £5.63m, a rise of 84 per cent.

Earnings per share were 3.41p (2.46p) after a tax charge of £465,000 (£308,000). The interim dividend is being raised from 0.5p to 0.6p.

BUILDING MATERIALS AND AGGREGATES

The Financial Times proposes to publish a Survey on the above on

13th February 1990

For a full editorial synopsis and advertisement details, please contact:

ALISON BARNARD

on 01-873 4148 or write to her at:

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FINANCIAL TIMES

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FINANCIAL TIMES

ANGLOVAAL GROUP

Declaration of Ordinary Dividends

Dividends have been declared payable to holders of ordinary shares registered in the books of the companies at the close of business on 5 January 1990. The dividends have been declared in the currency of the Republic of South Africa and payments from London will be made in United Kingdom currency. The date for determining the rate of exchange at which the currency of the Republic will be converted into United Kingdom currency will be 15 January 1990 or such other date as set out in the conditions subject to which the dividends are paid. These conditions can be inspected at the registered offices of the companies in Johannesburg and London will be shown from 15 January 1990, both days inclusive. All companies mentioned are incorporated in the Republic of South Africa.

Name of Company	Class of share	No.	Interim dividend 1989	Cents per share
INTERIM DIVIDENDS - YEAR ENDING 30 JUNE 1990				
Middle West Investment (Pty) Limited Reg. No. 550446800	Ord.	75	2	2
Zandbergen Gold Mining Reg. No. 550291400	Ord.	25	10.5	10.5

* Adjusted for 25-to-1 subdivision of ordinary shares.

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FINANCIAL TIMES SURVEY

Political upheavals and economic reforms in Eastern Europe have opened up new opportunities for trade with the West. Yet the severe economic problems of the Comecon countries make it hard for commerce to expand. A look at the prospects by Anthony McDermott

Evolution, not revolution

THE MOMENTOUS political developments and upheavals in Eastern Europe and the Soviet Union have, for a while, overshadowed almost all but emergency aid measures for the East and trade relations. However, there is an important difference between the way in which political events have evolved and the path followed by, in particular, East-West trade and investment. The extent and swiftness of political change in the East since the opening of the Berlin Wall being the most dramatic example - took many by surprise. Speculation about European political alignments has taken on a new urgency.

By contrast, economic links between East and West have been changing ever since the age of glasnost and perestroika. Parallel with this, several Eastern countries, led by Hungary, Poland and the Soviet Union, have initiated moves to restructure their trade laws and organisations by reducing the role of the central authorities. They have aimed at increasing enterprise autonomy, improved pricing systems to create better linkage with world market prices and, ultimately, the generation of much-needed hard currency.

But the Geneva-based UN Economic Commission for Europe (ECE), in its most recent report, sounds a warning: "The difficult issue facing (Hungary and Poland) is how to manage the transition from centrally planned to market systems, and this - especially in Poland - in the face of sharply deteriorating economic performance." The response from the West has been, by and large, measured and cautious - but not without results.

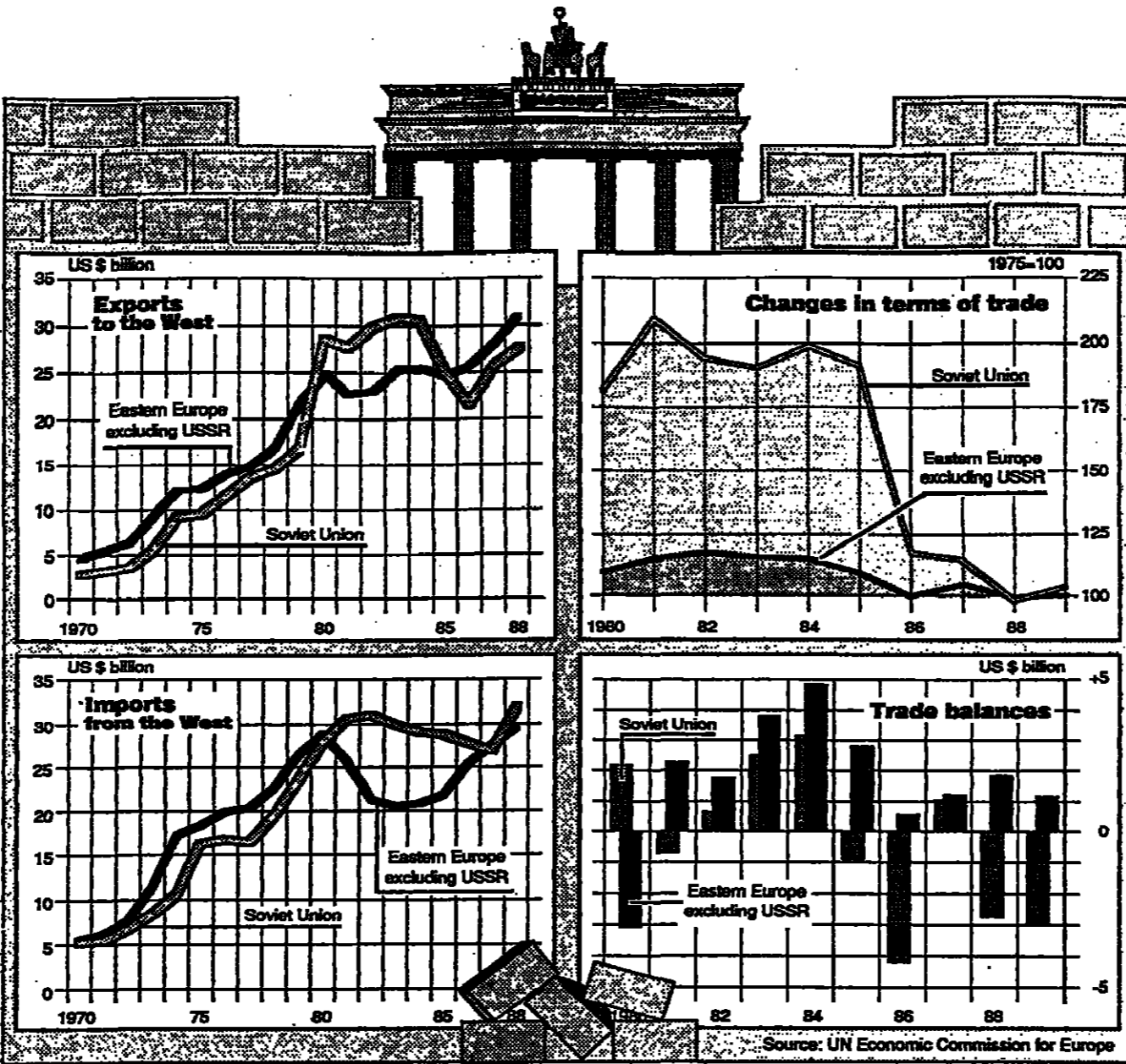
The fact that economic evolution in the East preceded the political crises has given it a momentum which should ensure its survival.

There are parallels between the economic and political developments - in the present shortfalls in the systems. Centralised economies have failed to produce much-needed consumer goods and develop technology to match that of the West.

The Council for Mutual Economic Assistance (COMECON or Comecon) has fallen far short of the aims it set itself at its foundation in 1949. Yet, even as late as a Comecon meeting in 1988, there was agreement - Romania dissenting - on the gradual creation of conditions for the free movement of goods, services and other aspects of production - with a view to forming a unified market in the long term. A Hungarian official described such an aspiration as a "pipe-dream".

The features of Comecon - the free movement of goods, services and other aspects of production - with a view to forming a unified market in the long term. A Hungarian official described such an aspiration as a "pipe-dream".

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East-West Trade

The West. They were unable to generate hard currency in sufficient quantities and the environment was extremely adverse. It is small wonder that links with the comparatively prosperous and voluntary European Community (official mutual recognition between EC and Comecon came in a declaration in June 1988), and formerly revised institutions such as the World Bank, the International Monetary Fund (IMF) and the General Agreement on Tariffs and Trade (GATT) became enticing. These aspirations have produced their own pressures for change because full membership of such organisations and incorporation into the global economic system requires further shifts away from centralised decision-making and prices set by government fiat.

ECE, in its report published last month and compiled before the most recent political developments, concluded broadly that East-West trade in the first half of 1989 had continued to expand with a substantial quickening of the imports of Eastern countries. Eastern exports, however, grew much more slowly and the current account balances of the Soviet Union and countries of Eastern Europe with the West had deteriorated sharply.

The problem of statistical sources is illustrated by ECE figures elsewhere in the report. This is because in some chapters Eastern sources are used and in others the reliance is on the trade returns of individual Western countries. Against world trade growth of 8.5 per cent in 1988 and 7.5 per cent estimated for 1989, East-European exports with developed market economies grew in value by 9.1 per cent in 1988 but fell to 3.4 per cent during the first six months of 1989 (compared with a similar period in the previous year). Imports fell from 8.3 to 6.1 per cent over the same period.

By contrast, exports from the Soviet Union rose from 7.8 to 9.4 per cent while the rate of import growth fell by more than half from 22.6 to 10.9 per cent. (Authoritative Soviet official has admitted that exports have slumped badly.)

At the same time, countries of the East have a revived appetite for recourse to raising funds on the international financial markets. These hit a peak in 1985 of \$5.3bn and, after a dip, recovered to \$4.3bn last year. In the first three quarters of this year \$3bn was raised, compared with \$1.7bn in the same period of 1988.

The challenge to the West has been finding ways of coping with chronic shortages of hard currency in the East. There is a reluctance to embark on counter-trading, not least because of the shortage - with some exceptions - of goods of world quality. (The export of basic raw materials is a separate issue.)

In the short term, there have been aid programmes such as that launched by the Group of 24 in Paris last July. The tar-

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European Community relations with Eastern Europe	Illustration	Graham Lever

gets for the \$1bn (\$641m) programme were Poland and Hungary, countries which already have institutionalised trade links with the EC. Last month's EC summit endorsed a \$1bn stabilisation fund for Poland and a \$1bn bridging loan for Hungary.

But Western countries have been trying to look at longer-term and more self-sustaining programmes to counter the hindrance imposed on Eastern countries by their lack of understanding of how market economies work. ECE has listed some ideas of a programme of commitments by G-24 countries to Hungary and Poland for 1990, amounting to \$782m. These put heavy emphasis on technical and managerial training and the environment, in the same context, the British Government launched last month the first Know-How Fund for Poland, and a second is to come into operation for Hungary next April.

Joint ventures have been much promoted as the way to promote East-West trade. But these have suffered from low levels of investment. According to ECE, by the middle of October this year, 2,100 had been established with well over 90 per cent as joint East-West projects. Hungary had concluded about 600 and Poland 400, with a combined total capitalisation of over \$1bn. The Soviet Union now has more than 1,000 joint ventures registered, with capitalisation of around \$4bn.

But speaking recently in Oslo, Mr Dimitri K Protzenko, a former Soviet Finance Ministry official, said that only 40 of the Soviet ventures remained fully operational and only three among the first 250 registered involved Western investment in excess of \$20m. He attributed this low level - and most ventures tended to be in the services sector - to Western investors' caution and the problems of the repatriation of profits, guarantees and the non-convertibility of the commercial rouble.

In contrast with the comparatively stagnant experience of joint ventures, General Electric of the US is due to finalise this month an audacious deal with Tungsram, the Hungarian lighting manufacturers, which amounts to the largest inward investment by a Western company in Eastern Europe. It involves GE paying around \$150m to acquire a 50 per cent stake in the Hungarian company with a view not just to increasing its share of the European lighting market but also to integrating its management within its global empire of power generation, medical systems and financial services.

It presents something of a dilemma for Western European governments. On the one hand, they are keen to support political reform by encouraging economic modernisation. On the other, similar deals elsewhere in Poland and East Germany going beyond sales and distribution into manufacturing at low-cost production sites for exports to Western markets, might provide an unwelcome trade challenge.

CoCom - the Paris-based Co-ordinating Committee on Multilateral Controls - which monitors the export of products and technical strategic value to the East bloc will have to re-examine the strictness of its controls. The prospects of cuts in defence spending by Washington and Moscow, detente in Europe and apprehension by those Eastern countries not in Gatt at being excluded from decisions reached in the Uruguay Round on liberalising trade have all weakened its role.

A recent report, accepted by a committee of the Western European Union (WEU), described the CoCom curbs as "a relic of the Cold War." If adopted at the ministerial meeting of the WEU, the defence and security organisation grouping nine EC members minus Ireland, Greece and Denmark. It will increase pressure on a cautious US to reduce CoCom controls and open the way to exports to the East of much-needed high technology.

The opportunities for the West in the East in terms of trade as much as of investment and aid are as open as ever. The risks for the countries of the East in radical economic and political reform remain. But the virtue of economic perestroika is that it was under way, however hesitantly, before the abrupt political upheavals of the past month. It is fair to predict that these upheavals may postpone the economic and financial reform process in some countries in the Eastern bloc, but it is less likely to halt reform completely.

How the East Bloc's trading framework is being reformed

Comecon is struck by Typhoon Perestroika

PRESIDENT Mikhail Gorbachev has told the countries of the East Bloc that they can travel their own roads to socialism. Will he now tell them to buy their own oil for the journey?

In recent months, the Soviet leadership has dramatically reduced its political ties with Eastern Europe's socialist states. At the same time, the USSR is suffering a serious shortfall in oil production, which is currently running 12m tonnes below target. So, it is no surprise to hear some members of the country's Supreme Soviet demanding that in 1990 the USSR should cut its sales of oil and natural gas to the East Bloc, which are traditionally exchanged for Eastern Europe's relatively low-quality goods.

Such a move would drive a stake deep into the heart of Comecon, which for three decades has bound a large part of the Soviet Union's trade to its fraternal Socialist partners. Two-thirds of the Soviet Union's exports to its COMECON partners are in the form of energy, which is exchanged - mainly on a barter basis - for industrial and consumer goods. Now, Western and Soviet analysts are arguing that the Soviet Union has no political obligation to sell oil cheaply to the East Bloc, and that it will soon be economically rational to sell it on the world market for hard currency. Or, better still (as far as the Soviet citizens are concerned), not to sell it at all.

The loosening political relationship between Russia and its neighbours means that - in the long run - the COMECON trading relationship will disintegrate. Indeed, economic reform in most of the COMECON countries has already begun to disrupt the organisation.

Even before Typhoon Perestroika had struck East Germany and Czechoslovakia, strains appeared in Comecon because socialist countries, notably Hungary and Poland - had devolved trading decisions down to the producing enterprises. This has seriously interrupted the trading arrangements between member countries, most of which had traditionally been handled at ministerial level.

Now, the state of the Soviet Union's oil exports to each country is still agreed at government level; but the individual enterprises dotted throughout each of the Soviet Union's neighbouring countries are becoming more reluctant to fulfil their side of the equation and sell to the USSR. Hungarian and Polish enterprises are keener to trade westwards. There can be little doubt that Czechoslovak and East German enterprises will soon be doing the same thing, and further complicating the Comecon juggling act.

The middle is one of the factors contributing to the large trade imbalances building up throughout the region. Hungary, for example, has a large balance of payments surplus with Russia (amounting to around 1bn roubles in 1989), partly because the fall in the world price of oil has cut Moscow's earnings. The Budapest Government has therefore sought to reduce this trade imbalance, and in July 1988 it cut its subsidies to a number of companies exporting to Russia because their exports were deemed unprofitable.

Another associated problem is that the endemic shortages of goods throughout the region force countries to restrict exports to their COMECON partners. In 1988, East Germany appeared to be selling fewer consumer goods to the USSR to satisfy its own markets. And traders in Czechoslovakia, the GDR, Poland and the USSR have all taken measures recently to restrict goods in short supply being exported from their countries to the rest of Comecon. Governments and enterprises are unwilling to export such goods abroad in exchange for non-convertible currency that they do not want.

Ironically, the revolutions in East Germany and Czechoslovakia will bequest a new momentum to Comecon in the immediate future. The first half of 1989 was marked by squabbling over Comecon's structure between those states which had already set out on the path of reform (the Soviet Union, Poland and Hungary) and the rest of the bloc, which remained its hard-line leadership, with their commitment to planned economies and barter deals.

This resulted, in June, in the last-minute cancellation of a Comecon summit at prime ministerial level because, as Hungary's Deputy Prime Minister put it, "extensive debates" were still going on about changes in Comecon's working.

When a summit was held last month at economic minister level, the Hungarian delegation of three members took part only as observers.

Today, however, Romania alone stands in the camp of East Europe's hardliners, so that there should be greater consensus over a policy of trade reform. This has so far been pioneered by Hungary and Poland, which have been keen to switch more of their trade in the direction of the West.

Their aim is to reform the Comecon trading framework in two ways. First, to move away from a planned and integrated framework for the entire bloc towards one which stresses bilateral links both between member countries themselves and with individual western states; and secondly, to move from a barter basis within Comecon towards one based on currency payments. This will provide greater flexibility and choice of trading partners.

Some reforms along these lines have already been introduced, including the enhanced use of the transferable rouble, by which payments can be agreed in national currencies at mutually agreed prices and exchange rates.

Now Hungary, according to Mr Jan Vanzos, editor of the *PlanBoc* journal in Washington, is talking about trading with the Soviet Union in hard currency from 1991, when the new batch of trade agreements will have to be drawn up by Comecon countries.

According to Mr Vanzos, a move to do-

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EAST-WEST TRADE 2

Financing deals with East Bloc countries

The lender gets a central role

THE SHORTAGE of foreign exchange in East Bloc countries and the changes wrought by economic reform have combined to create new challenges for banks seeking to finance Western project deals.

Through experience varies from country to country some such as East Germany still do not permit joint ventures while Romania has banned all forms of foreign borrowing - it is no longer automatically possible to finance deals with straightforward export credits.

structure the financing to reduce the risk. One of the latest examples of this is the proposed loan package for the \$2bn joint venture led by Combustion Engineering of the US to develop a petrochemicals complex at Tobolsk in Western Siberia.

rely on it fetching a price high enough to cover debt servicing requirements. During the past year, several transactions that have surfaced further illustrate this principle and show how it is

maturity schedule synchronised with the projected cash-flow from the plant. There was no underlying government guarantee and lenders have to rely on hard currency earnings from the plant for interest and dividend payments.

Islands company to handle Soviet projects. Assteco's role is to handle the modernisation of the Budyonovsk plant and repay the loan out of the proceeds from the sale of polyethylene produced there.

One of the common threads that emerges from these deals is that the Soviet Union now expects its projects to be self-financing in foreign exchange. That means lenders may have to be prepared to analyse the commercial risk and sometimes, by helping organise marketing arrangements in the West for the products that result from the project, they may even be expected to play a central role in making a project viable.

Profile: LB-INTERNATIONAL

Two-way access from Vienna

"TEN YEARS from now, no-one will be talking about East-West trade. It will just be trade," says Mr Thomas Gillespie, managing director of LB-International Trade Services (a wholly-owned subsidiary of Lenderbank-Exportbank).

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THE EXTRAORDINARY pace of political reform in Eastern Europe has placed a question-mark over the usefulness of the West's controls on exports of strategic technology to the region.

The Paris-based Co-ordinating Committee on Multilateral Export Controls (CoCom), the 17-country organisation devoted to stopping exports of militarily useful technology to Communist countries, now faces the greatest pressure for change since its creation 40 years ago.

CoCom's annual high level meeting in September, at which officials aimed to set policy for the year ahead, showed very little consensus on the crucial details of how and at what speed to reform its controls. The best they could manage was agreement that the organisation should continue with its broad remit of controlling strategic exports and go on talking about reducing export controls to Eastern bloc reformers like Poland and Hungary.

FUTURE OF COCOM

US backs 'relic' of cold war

organisation's strategic job. US officials strongly deny this. Mr Reginald Bartholomew, the US under-secretary of state for security assistance, science and technology, who chaired the last high-level session, maintained afterwards that the US wanted to use the organisation only for strategic, not trade, protection.

needed to track down controlled goods that might get a licence for export from a security-conscious member like the US to a less tightly-controlled country, for illicit shipment to the Eastern bloc.

All accept that CoCom members need to observe common standards - though not harmonised rules - of enforcement, including a fast licensing system to help legal trade take place more efficiently and proper legal powers to expose and punish cheats. A working group of national officials aims to produce a progress report on this at the next high-level meeting.

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EAST-WEST TRADE 3

Handwritten note in Arabic script at the top of the page.

Profile: RANK XEROX

The missing photocopiers

AFTER 150 visits to the Soviet Union, Mr Ralph Land, Rank Xerox's erstwhile manager in London in charge of operations in Eastern Europe, still finds the Soviet market challenging and exciting. This year - despite difficulties in trade relations brought about by changes and decentralisation in foreign trade operations in the region - trade turnover with the Soviet Union has grown by over 20 per cent compared with last year and business in the rest of the region has also improved.

In the 1980s Mr Land expects the Soviet Union to continue to provide the best prospects for increasing trade. The potential of the Soviet market is particularly large, he says. As an example, Mr Land estimates that a developed Western country of a similar size would need around 4.5m to 5m photocopiers.

At present, the Soviet Union has only approximately 40,000. "You must look at the market. Their aim is an photocopy. You need to consider what's possible. The majority of companies look only at whether hard currency is available. They write and complain that they can't do much without money."

Mr Land thinks this attitude is common. He prefers to look at the problem from the point of view of what Rank Xerox can do to sell its products. This means means helping the partner improve product quality in one area, so it can export in order to fund purchases of Rank Xerox equipment.

"Cooperation and co-operation are the major planks of our policy. We use the more sophisticated methods of co-operation. We look to create added value to (Soviet) products and add export capacity in the country. We know the market is short of hard currency so we look for all kinds of ways of doing business, including clearing accounts and assembly projects," he says.

He finds the changes taking place in Eastern Europe particularly exciting for business. Changes in East European and Soviet foreign trade meant that Western businessmen face many new opportunities, but also new challenges.

"It is no good sitting in the capitals, meeting foreign trade organisations. Businessmen need to get out into the field - to be mass mobile, to get more staff. This is not an easy transition for any of these economies, and particularly not for the Soviet Union."

The move to a market economy will also be costly for Western businessmen trying to find a market for goods. Mr Land thinks Western companies need to look at the possibilities of using agents, distributors or opening local offices, or combinations of these approaches.

"Western business needs to rethink the way it needs to identify where the new oppor-



Ralph Land of Rank Xerox

One way Western companies can help promote good relations as well as increase the possibilities of trading with potential partners is by helping in management training. At present Rank Xerox has given 550,000 - matched by a further 550,000 from the British Council - to the Soviet Union for a variety of management training schemes. These projects include sending Soviet managers to the London Business School and helping to send British trainers to the USSR.

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Margie Lindsey

TOP 10 EXPORTERS TO THE EASTERN BLOC (Figures in \$m)

	1985	1987	1988	1989	1984	1983	1982	1981	1980	1979	1978
West Germany*	11,191	9,904	9,023	7,314	7,105	7,719	7,528	7,587	9,443	8,458	1,296
Japan	3,905	3,290	3,231	3,514	3,007	3,564	4,472	4,012	3,534	1,674	447
US	3,837	2,190	1,980	3,207	4,167	2,879	3,385	4,295	3,383	2,778	362
Italy	3,539	3,585	2,879	2,631	2,475	2,710	2,448	2,469	2,728	2,167	702
Finland	3,481	3,371	3,540	3,159	2,768	3,460	3,758	3,707	2,814	1,313	381
France	3,354	3,089	2,751	2,909	2,939	3,331	2,811	3,906	4,843	2,602	847
Austria	2,844	2,447	2,165	1,895	1,907	1,989	1,743	1,598	2,108	1,279	368
UK	2,144	1,881	1,708	1,527	1,747	1,434	1,305	1,258	1,233	1,293	598
Switzerland	1,694	1,480	1,133	861	751	774	811	632	1,063	744	210
Netherlands	1,249	1,300	1,058	907	840	1078	994	1,386	1,420	793	210
Western Europe	41,780	36,857	33,312	32,983	30,813	33,148	32,989	35,912	36,707	23,380	6,581
North America	4,807	2,940	3,091	4,578	6,048	4,557	5,620	6,148	5,618	3,378	485
Developed market economies†	50,503	45,117	43,234	40,572	39,970	41,269	43,092	46,072	47,907	28,536	7,493

*Including trade between East and West Germany, including trade between East and West Germany. †Including trade between East and West Germany, including trade between East and West Germany.

European Community relations with Eastern Europe
Groping for a new strategy

AN INSTANCE of the way in which the European Community is scrambling to keep up with events in Eastern Europe came just before the first trip by Mr Jacques Delors, the Commission president, to Hungary in mid-November.

Startled to learn that, despite its appointed role to co-ordinate Western aid to Hungary (and Poland as well), the Commission had no man-on-the-spot in Budapest, the Delorsian order came from on high to a certain British Eurocrat that he was to set up an office in the Hungarian capital by the week's end. "But I've got a wife, two children and a cat," pleaded the Eurocrat. "OK," came the great concession, "be there by next Monday."

This sense of urgency reflects a feeling in Brussels and elsewhere in the West of the need to support the historic changes in Eastern Europe quickly lest they degenerate into chaos.

The task falls mainly on the Community because it has the big adjacent market and resources to help Eastern Europe pull itself, by aid and trade, out of its sorry economic state. In recognition of this, the seven big industrialised countries asked, at their July summit in Paris, the Brussels Commission to co-ordinate all aid from some 24 Western aid donors to Poland and Hungary.

What is therefore emerging is a package - no less comprehensive for lacking the name of Marshall - of trade concession, financial aid, macro-economic advice and technical know-how.

So far, the full benefits are directed only to Warsaw and Budapest, where non-communist governments are either in power or in prospect. But the dramatic events in East Germany will, if sustained, probably move that country to the front of the queue for Community trade aid.

In contrast to the Soviet Union and the rest of its East European allies, East Germany has yet to start negotiating with Brussels for a trade agreement. But the EC Council of Ministers is set to give the green light to the talks by gaining, and to the request by Mr Hans Modrow, East Germany's new Premier, that the negotiations should also include economic co-operation in a wide range of sectors.

Negotiations of the same scope are well under way with the Soviet Union, and could be concluded early next year.

been proposed in Hungary's 1988 agreement, with the practical difference that agricultural quotas, Moscow will reap the benefits less in trade terms than in ending EC companies to invest in joint ventures and in getting technology and machinery to flow from the Community.

If reformers do replace the repressors who have been in power in Prague, Czechoslovakia could expect an equally broad arrangement with the Community, its 1988 agreement with Brussels only provides for a modest reduction in the Twelve's national quotas on Czechoslovak industrial goods.

Ironically, despite a change of Communist leadership for the better in Sofia, trade-cooperation negotiations with Bulgaria have been in suspense in the second half of this year, though expected to resume soon. Only with Romania - the first Comecon country to reach a trade agreement with the EC (in 1989) - are relations at a total standstill.

In groping for a new strategy towards the fast-changing East, the Community is going to have to make major changes. One such change was signalled after the EC's special Community trade agreement with the EC market not only over their Comecon brethren but also over many non-communist exporters.

In the medium and long term, these two countries must, as Mrs Margaret Thatcher said at the Paris summit, "pull themselves up by trading." But the hard currency trading accounts of both countries appear this year to be down from their 1988 surpluses of \$700m (Hungary) and \$600m (Poland). Their trade needs to be substantially

The Commission has doled out highly-political financial advice, with Delors urging the Poles to go for monetary reform

suggested that Poland and Hungary should be exempted temporarily from general EC restrictions imposed on a wide range of goods, ranging from mini-buses to shoes, to toys from many countries, not just from state-trading Comecon. If this gets EC governments' approval, it will give the Poles and Hungarians a head-start in the EC market not only over their Comecon brethren but also over many non-communist exporters.

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Jacques Delors: keeping up with events

taker government sparring with myriad non-communist parties in advance of next year's planned elections, Mr Delors has been seeking to get all sides to agree to take out of the political arena the argument over how to reach an austerity programme with the International Monetary Fund. Ironically, this involves asking Hungarians to stop playing the free party politics they have not been at liberty to practise for the past 40 years.

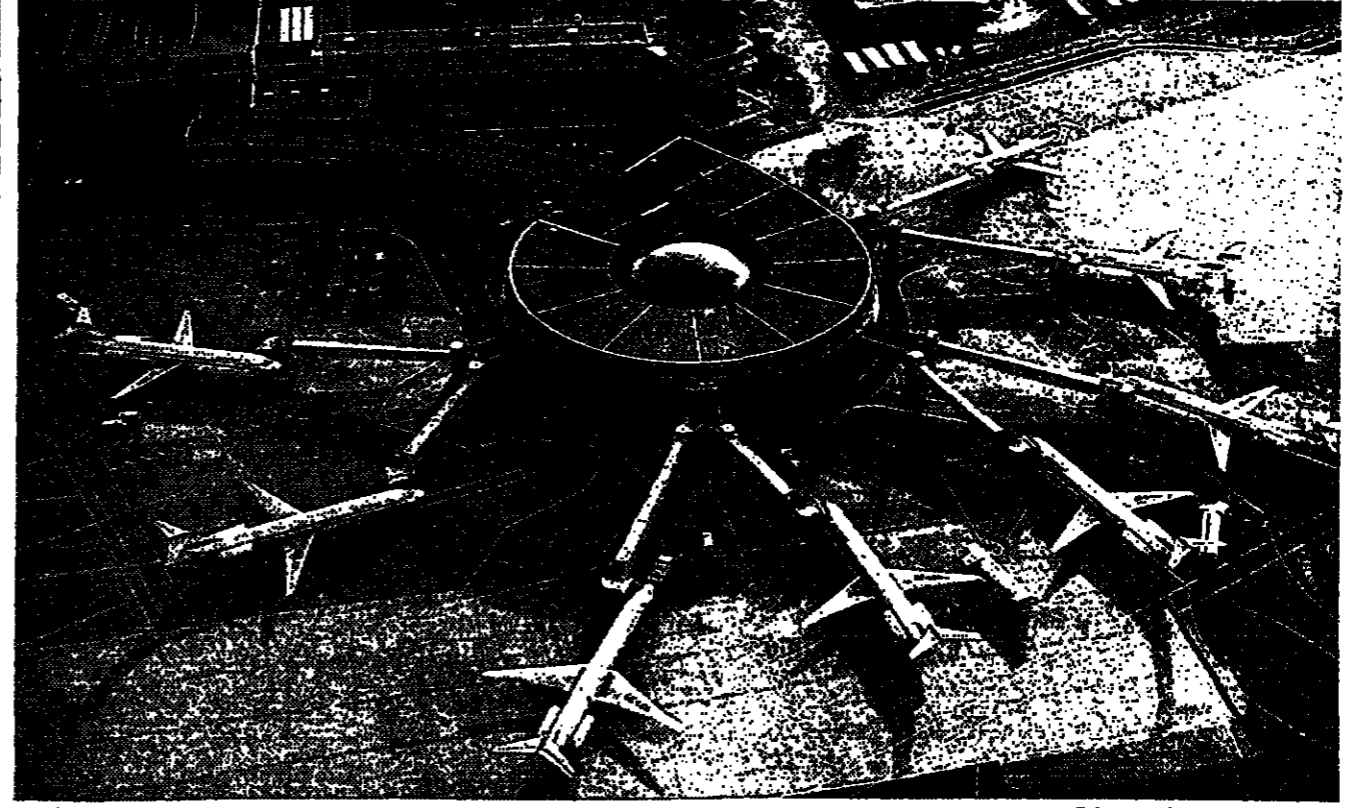
In Warsaw, as in Budapest, the Commission has been doling out highly-political financial advice, with Mr Delors urging the Poles to go for "a big bang" monetary reform, with a 50m hard currency gift from the West, swingeing devaluation of the zloty, and creation of a new, larger unit zloty (as West Germany did with the D-mark after the Second World War), all designed to find the zloty a stable and convertible value.

The most lasting benefit which the Community has to offer Eastern Europe is access to a West European single market that may soon be extended beyond the Twelve to embrace the six EFTA countries. The planned disappearance, post-

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EAST-WEST TRADE 4

Margie Lindsay on joint venture prospects

Investors welcome

FOUR DECADES of limited possibilities for capital investment in Eastern Europe, the region now offers foreign investors an embarrassment of riches. Privatisation programmes, the possibility of 100 per cent foreign ownership, co-operation, leasing and joint ventures — all are possible.

Despite the new options, joint ventures remain the most common form of foreign investment in the region. Companies — many of which prefer to take majority control of joint ventures — like this form of investment, rather than trust to the uncertainties of other options. For example, privatisation in Hungary has started, but there are many questions on limits to direct investment as well as some problems in gaining approval for proposals.

In Poland, the privatisation process is in an experimental stage and only two deals are expected to be completed by the end of March 1990.

Nevertheless, the new political climate in these two countries has encouraged development of joint venture businesses. While the political and commercial risk may have increased in both Hungary and Poland, many companies consider the developments there to be positive.

This more active approach to the market is reflected in the increase of foreign investment

through joint ventures in these two countries so far this year. In the first half of 1989, the number of joint ventures in Hungary more than doubled compared with the period between 1974 (when the first joint venture law was brought in) and 1988. Capital investment rose to Ft 21bn (\$350m) from Ft 4.5bn at the end of 1988. A further 250 joint ventures await registration; many are likely to be completed before the end of the year.

A similar increase in joint venture activity has been seen in Poland. Since regulations changed in December 1988, liberalising foreign investments in the country, the number of joint ventures has increased. By September 30 this year, a total of 490 new joint ventures had been approved, with total equity paid up by foreign partners amounting to \$70.5m. By the end of the year, total investments in new ventures may reach \$900m.

The prospects for 1990 are even better, according to Mr Hubert Janiszewski, vice-president of the Foreign Investment Agency in Poland. He thinks "the atmosphere of today's Poland is very good for foreign investors" and hopes that the results of the earlier joint ventures will encourage further investments from both outside and inside the country.

The Soviet Union is another

country where joint venture interest is considerable. At the end of October, total capital investment in joint ventures in the country totalled \$2.5bn (\$1.6bn), of which over half consisted of hard currency contributions by foreign investors. There are over 600 joint ventures set up in the Soviet Union with foreign participation, but many of these are in non-productive spheres and the majority are still considered to be closer to buy-back and co-operation arrangements rather than real joint venture arrangements.

Changes in the political scene elsewhere in Eastern Europe could also encourage joint venture investment. In particular, the leadership change in Bulgaria could mean a more liberal attitude towards reform, and bigger steps towards market reforms. In January this year, Bulgaria published new rules for foreign participation in Bulgarian enterprises which apply to the full range of business activities in the country.

Under the new rules, set out in Decree 56, foreign companies are allowed to set up in partnership with Bulgarian companies or independently or through a subsidiary. Majority foreign ownership is allowed, but state permission is needed if the Bulgarian share drops below 51 per cent. Tax rules applied to profits of joint ventures were also changed, giving more incentive to investors.

However, there was no rush by Western companies to set up new joint ventures in the country. This may change next year if the country begins a real economic reform which decentralises foreign trade activity and makes operating within the country easier for foreign companies.

Czechoslovakia, while one of the last to begin significant political reforms, is seen as one of the most attractive coun-

JOINT VENTURE INVESTMENT IN HUNGARY
Values in millions of forints

Sector	1974-88 %	January-June 1989 %	Total %
Industry	9.15	54.5	1.676
Food processing	1.074	6.4	0.15
Communications and transport	0.116	0.7	0.094
Commerce	0.387	2.3	1.366
Tourism	2.399	14.3	0.277
Other	3.679	21.9	0.741
Total	16.613		4.254

New Joint Ventures in Poland

Date	%
Dec 31 1988-July 1 1989	52
Jan 1 1989-Feb 28 1989	91
March 1989	21
April	41
May	60
June	72
July	105
August	92
September	90
October	117
Total	657

tries for joint venture investment. Under a new law which came into force on January 1 1989, foreign participation in joint ventures is unlimited, although some level of Czechoslovak participation is necessary. Joint ventures are allowed to be set up in any sector, including banking, although different rules may be applied to such joint companies.

This year there has been little activity by foreign investors in Czechoslovakia but, with promises of faster economic reform, the country may become more attractive. It already has a highly skilled labour force and a relatively good industrial base on which to build. However, most of its once competitive industry is in need of modernisation and new technologies, particularly in the areas of conservation of energy and raw materials and environmental control.

East Germany still does not allow joint ventures, but this may change soon. Foreign investors there will be eager to take advantage of the industrial infrastructure and skilled workforce. However, there has been no mention so far from the East German authorities of a liberalisation in the foreign investment area, although some decentralisation of foreign trade is on the cards.

Romania's growing isolation within Eastern Europe and its strained relations with the West have been reflected in a drop in joint venture formations this year. Unless the leadership there undergoes a radical change, it is unlikely that Western investors will look favourably at the country while the rest of Eastern Europe offers far better prospects in a more liberalised economic environment.

In general, foreign investors still face the same old problems when trying to invest in Eastern Europe: a non-market economy where hard currency is in short supply. There is also a lack of infrastructure — telecommunications, transport and banking.

Opportunities are increasing for joint venture activities in almost all countries in the region. The lack of hard currency may make the operation of joint ventures more difficult, but Western companies are finding that East European governments are becoming more flexible, particularly on repatriation of profits. Some are also granting special privileges to joint companies which produce goods for the domestic market which can be substituted for expensive, imported items.

The writer is Editor, *East European Markets*, a Financial Times newsletter.

A new Marshall Plan for Eastern Europe?

THE PARALLEL between the post-war rebuilding of Western Europe and the post-Cold War reconstruction of the economies of Eastern Europe is frequently drawn. The question which often follows is how today's Western efforts to help Eastern Europe compare with the US Marshall Plan after the Second World War.

It is difficult to judge at this early stage whether the hope of help being offered to restructuring economies deserves to be called a plan. Worries have subsided that a lack of co-ordination could dilute the value of the aid since it became clear that the European Commission would co-ordinate the activities of the 24 Western donors, but they have not disappeared.

The EC does not have the wherewithal to analyse and prescribe for economic ills, so the European Commission would have had to take the lead in assessing the countries' main problems and their need for resources.

But while the first contenders for this help — Poland and Hungary, along with Yugoslavia, the latecomer, East Germany and Czechoslovakia and their successors, are not yet few Western officials are keen to see another bureaucracy established to guide the aid effort. The Organisation for Economic Co-operation and Development, set up to oversee the Marshall Plan, would seem an obvious contender. But it has little recent experience to help it implement such a plan, having concentrated on research and analysis, and there is little discernible political momentum for it to take over the central role.

In one respect — the amount of aid required by the economies as a proportion of their gross domestic products — the sums of money should have an even larger impact than the Marshall Plan, which provided grant aid of about 3 per cent of GDP. The financial help being talked about for Poland, and which it seems likely to receive if it can put an IMF economic programme into place, far exceeds 3 per cent of its annual GDP of \$90bn.

But in terms of opportunity cost of the aid to the donors, of which there are many compared with one, the numbers seem unlikely to match those of the Marshall Plan.

Forty years of sub-optimal investment on the economies of Eastern Europe have certainly led to problems comparable to the devastation wreaked on Western Europe by six years of war. Yet in many areas, the problems are more difficult. No country has yet attempted, let alone accomplished, the transformation of a rigid socialist system to a market-based economy.

In a parallel with demobilisation, the economies, although ostensibly close to full employment, will need to find jobs for people laid off in the inevitable, drastic restructuring of inefficient industry. Environmental damage, which would inhibit future growth, will have to be repaired.

A huge overhang of unspent local currency faces all the economies opening to the West. This risks an inflationary surge of pent-up demand for foreign goods, the risk of hyperinflation, heightened by a budget deficit that threatens to get out of control, is the first which Poland must address.

Another significant problem

is the remoteness of the market after 40 years of central control. Only the very old have experience of markets. "In Western Europe after the war, people had had experience of decisions in a market context only six years before," says one Western official. "In Poland, it's been 50 years."

Market institutions are undeveloped. The banking system has been largely a mechanism through which the state supported loss-making public enterprises. As the World Bank states of Poland: "It lacks the kind of financial intermediation system that promotes sound investment selection and financial discipline at the enterprise level."

Correcting these problems means developing banking and entrepreneurial skills taken for granted in the West.

Western officials say there will be sufficient finance to meet the requirements of the Poles and the Hungarians. Poland's request for a \$1bn "stabilisation fund" of low

interest loans seems likely to be met, with the US pledging \$200m and Japan \$150m.

Unfortunately, most of the countries already have heavy debt burdens and their ability to take on more debt obligations at market interest rates is limited. Their approach will probably differ from country to country. Hungary, Czechoslovakia and East Germany are among those with some access to commercial bank balances of payments finances. They will have to balance their wish for some amelioration of debt servicing with the likelihood that their access to new financing will dry up.

Poland is in a weak state. Its foreign debts are equivalent to half its GDP, and servicing them would swallow up 90 per cent of the hard currency it earns from trade. Poland can expect to be the first beneficiary in the Western bloc from the Irady Plan, which seeks to reduce its commercial bank debt. But debts to Western government creditors account for most of its foreign obligations, and they are not about to cascade debt forgiveness for fear other countries will demand the same. The expectations is of an indefinite rescheduling of interest and principal payments for Poland from the Paris Club.

Central to the larger-term plan must be the encouragement of inward private sector equity investment, which will encourage necessary capital flows but can also deliver much needed skills and technology. Judicious use of debt-to-equity swaps will be able both to encourage such investment and reduce debt burdens.

The opening up of Western markets thus to the Eastern bloc is a central issue.

All parties now recognise there is a need to move ahead quickly. As Mr Leszek Balcerowicz, the Polish Finance Minister, told US officials last month, the economic reforms in his country could be jeopardised without speedy action on Western aid.

Political and economic reform have been awaited by the West for 40 years. The prospect for the people of Eastern Europe is that their lot will get worse before it improves, and it will be easier for new governments to act while the euphoric mood remains. There is not much time.

Stephen Fidler on the urgency of the task facing the West

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(Percentage change over same period of previous year)

From/To	1985	1986	1987	1988	1989*	1990*	1991*	1992*	1993*	
Values (in US dollars)										
Eastern Europe & Soviet Union	-8	-1	12	5	8	2	8	4	12	10
Eastern Europe	-2	10	13	7	3	8	18	13	9	10
Soviet Union	-11	-10	10	2	13	-1	-3	-3	16	10
Volumes										
Eastern Europe & Soviet Union	-4	10	3	8	6	3	-13	-4	5	12
Eastern Europe	-1	1	-	8	4	7	-1	2	-	13
Soviet Union	-7	21	7	9	9	-20	-2	9	-	11
Prices (in US dollars)										
Eastern Europe & Soviet Union	-4	-11	7	-1	2	-1	20	9	8	-3
Eastern Europe	-2	9	13	2	-1	1	20	11	7	-3
Soviet Union	-5	-28	2	-6	4	-2	20	7	8	-1

*Prelim and annual estimates. Source: United Nations commodity trade data.

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FT LAW REPORTS

Arab Monetary Fund can sue for fraud

ARAB MONETARY FUND v HASHIM
 Chancery Division: Mr Justice Hoffmann; November 14 1989

THE ARAB Monetary Fund has capacity to sue for fraud in the UK, not as an international entity, non-existent in English law, but by virtue of its status as a legal entity created by Abu Dhabi domestic law recognised under English conflict of law rules.

Mr Justice Hoffmann so held when refusing an application by Dr Jawad Mahmoud for summary judgment. The First National Bank of Chicago, its three subsidiaries and other defendants, to strike out an action by the Arab Monetary Fund; and refusing the banks' application to stay the proceedings on the ground that they should be tried in Switzerland.

HIS LORDSHIP said that the Arab Monetary Fund was an international banking organisation with its headquarters in Abu Dhabi. Extending the conflicts rule to international organisations seemed sensible and practical. The rule, as applied to entities created by foreign domestic laws, was based on the inconvenience of having legal entities which existed in one country but not in another. International organisations set up by foreign states did exist in fairly substantial numbers, trading with the UK and banking in London. They were invariably recognised as legal entities by the domestic systems of parties to the treaty as well as other countries.

The International Tin Council was created by a treaty which the UK was a party, had its headquarters in London, and was accorded the legal capacities of a body corporate in English domestic laws by statutory instrument. On the other hand, the Fund was created by treaty to which the UK was not a party, and was not the subject of statu-

tory instrument or any other UK legislation.

The *Tin* case raised a question of construction of the statutory instrument, whereas the question in the present case was as to the scope of the Common Law conflicts rule.

Nevertheless, the House of Lords reasoning in the *Tin* case was inconsistent with Mr Pollock's first submission. Lord Oliver said that the effect of the Order in Council was "to create the ITC (which as an international legal person, had no status under the laws of the UK) a legal person in its own right," and that the international entity was not the entity which entered into the relevant contracts. "Those contracts were effected by the separate *persona ficta* which was created by the Order in Council."

Lord Oliver said: "Without the Order in Council the ITC had no existence in the law of the UK and no significance save as the name of an international body created by a treaty between sovereign states."

Accordingly, the Fund existed in English law. The motion to strike out the action was dismissed.

The banks also moved to stay the action against them, on the ground that Switzerland was clearly and distinctly a more appropriate forum than England, in which the case might be tried more suitably for the interests of all the parties and the ends of justice (see *Splittada* [1987] AC 660).

The main thrust of the claim against First National Bank of Chicago was that the officials of its Geneva branch must have known that huge sums of money paid in to Dr and Mrs Hashim's personal accounts came from the Fund which, with other suspicious circumstances, put them on notice that the money was stolen.

First National Bank of Chicago was therefore alleged to have acted wrongfully in allowing it to be paid out on Dr Hashim's instructions. Activities outside Geneva were subsidiary to the case against the Geneva branch. If

the action were solely against the banks the court would be inclined to accept the submission that Switzerland was the more appropriate forum.

But the action was not solely against the banks. It was principally against Dr Hashim and his family who were resident in the UK, one of his former associates also resident in the UK, and various companies alleged to be their creatures.

The fraud was alleged to have been committed in Abu Dhabi, not Switzerland. The UK action was begun at the end of 1988. Dr Hashim denied having done anything wrong and the Fund would have to prove its allegations of fraud. Large quantities of documents in Arabic had been brought to London from the Fund's headquarters in Abu Dhabi and translated into English for the purposes of the action.

Substantial injustice would be caused to the Fund if it now had to commence separate proceedings against the banks in Switzerland. It would have to prove the fraud in England and as part of its case against the banks in Switzerland, with the possibility of conflicting results. It would have to use the same mass of documents in Switzerland, translated into French.

It had not been shown that Switzerland was a more appropriate forum. The banks' motion to stay the proceedings was dismissed.

For the Fund: Gordon Pollock QC, Michael Burton QC and Charles Flint (Freshfields). For Dr Hashim and his family: Hugo Page (Theodore Goddard).

For JOF Anstalt, a Liechtenstein corporation: John Higham and Mark Arnold (Stephenson Harwood).

For First National Bank of Chicago and its subsidiaries: Jonathan Stumpson QC and Clive Freedman (Allen & Overy).

Rachel Davies
 Barrister

Mr Stumpson for the banks said that in the case of an international organisation, legislation conferring personality under the law of a member state should be regarded as purely territorial in scope - its purpose was solely to give effect to the treaty obligation to accord personality in its domestic law, not to create a separate entity capable of recognition abroad.

Otherwise, he said, an international organisation would fragment into at least as many separate entities as there were members.

Since the international entity had no existence, the court could not take it into account as a ground for refusing recognition to what was plainly a legal entity under the law of Abu Dhabi. It accepted that a logical consequence was the existence of other emanations of the Fund under the laws of other member states.

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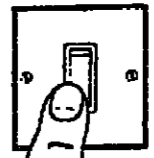
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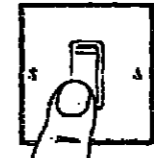
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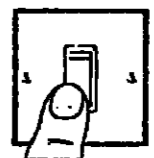
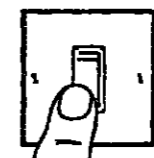
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CAPITALISATION ISSUE

NOTICE IS HEREBY GIVEN pursuant to Condition 5 of the IDRs, that at the Extraordinary General Meeting of the Company held at 1200 a.m. on 6th December 1989, at Bedford House, 22, Bedford Avenue, St. Peter Port, Guernsey, the Resolution set out in the circular to shareholders dated 16th November 1989 and notified to the IDRs Holders on 17th November 1989 was duly passed and that the Depositary's nominee, Morgan & Co. has received a distribution of four Shares (the "Capitalisation Shares") for every Share held by it on 27th November 1989.

NOTICE IS FURTHER GIVEN that additional IDRs evidencing an aggregate number of Shares corresponding to the number of Shares received pursuant to such distribution will be made available by the Depositary, as follows:

(1) Capital No. 3 of each of the IDRs will represent the rights of the holder of such Capitalisation Shares (the "Capitalisation Shares") to the Company's profits.

(2) The Depositary will issue additional IDRs, or exchange an aggregate number of Shares corresponding to the number of Capitalisation Shares received by Morgan & Co. pursuant to the Capitalisation Issue, to be made available for distribution to the Capitalisation Shareholders in the following ways:

(a) On 7th December 1989, Capital No. 3 is held in an account with Bank-Clear or CEDEL, the Depositary's exchange agent, No. 3 for four IDRs represented by a temporary Global IDR (the "Global IDR") deposited with Morgan Guaranty Trust Company of New York, 1 Angel Court, London EC2R 2AR, as common depositary for Morgan Guaranty Trust Company of New York, Bank of Montreal, as co-depositary of the Bank-Clear System ("Bank-Clear") and CEDEL S.A. ("CEDEL"). The Global IDR shall be exchanged for definitive IDRs on or about 21st January 1990.

(b) On 7th December 1989, Capital No. 3 is not held in an account with Bank-Clear or CEDEL, the Depositary's exchange agent, No. 3 is to the Depositary or Morgan Guaranty Trust Company of New York or Knattbank S.A. Luxembourg (the "Agents") at their respective addresses set out below, at any date between 21st January 1990 and 31st January 1990, and will receive four additional IDRs in exchange for Capital No. 3.

(c) If any Capitalisation Shares received by Morgan & Co. for the same IDRs in respect of which the number of Capitalisation Shares received by Morgan & Co. is less than the number of IDRs held by the holder of such IDRs, the Depositary shall (except for any distribution upon the liquidation of the Company when the Depositary or its nominee shall retain the same beneficially) retain the same to the Company to be used as and for the benefit of.

(d) The IDRs represented by the temporary Global IDR have been accepted for clearance by Bank-Clear (reference No. 9927) and CEDEL (reference No. 62643) on 7th December 1989, but will not be exchangeable with the existing IDRs until the temporary Global IDR is exchanged for definitive IDRs on or about 21st January 1990. These definitive IDRs will be exchanged for clearance by Bank-Clear (reference No. 19192) and CEDEL (reference No. 62671) (the clearance reference numbers applicable to the existing IDRs).

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FINANCIAL TIMES

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Pursuant to Clause 4(C) of the Instruments dated 23rd March, 1988 and 31st August, 1989 (the "Instruments") and in accordance with Conditions 7 and 11 of the Terms and Conditions of the Warrants, Notice is hereby given that:

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Penny Scott on 01-873 3595

or write to her at:

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FINANCIAL TIMES



COMMODITIES AND AGRICULTURE

Tight supply and cold weather lift price of gas oil

By Steven Butler

GAS OIL prices yesterday took another leap with December futures on the International Petroleum Exchange in London closing \$11.75 higher at \$20 a tonne.

The rise was reflected on physical spot markets where traders said there was a tightening in supplies.

Accu-Weather predicting that temperatures in New York and New England would be 23 degrees Fahrenheit below normal on Friday, and that that abnormally cold weather would remain next week.

Exports of sugar may rise despite shortage

By John Barham in Sao Paulo

Brazil's SUGAR exports may rise in the first months of the new year, despite a sharp drop in sugar cane output and critical shortage of alcohol.

There's not an awful lot of coffee in Brazil

John Barham in Sao Paulo surveys the consequences of falling prices and a small crop

FOUR MONTHS ago, Mr Jose Agudo Morales, a leading coffee farmer, was preparing for a war he was sure of winning.

Settlement of ITC dispute in sight

By Kenneth Gooding, Mining Correspondent

THE WAY seemed clear last night for an out-of-court settlement of the long running dispute arising from the 1986 collapse of the International Tin Council's market support scheme.

Greenland may mine gold

GREENLAND may become a significant producer of gold following a find in east Greenland in 1986 by Mr Kent Brooks, a British geologist, writes Hilary Barnes from Copenhagen.

Tight supply and cold weather lift price of gas oil

The UK is about to lose its status as the world's largest importer of tea to the USSR.

COFFEE and cocoa prices - which have this year collapsed along with their commodity agreements - are set to fall further in 1990, according to the Economist Intelligence Unit.

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Settlement of ITC dispute in sight

By Kenneth Gooding, Mining Correspondent

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Tight supply and cold weather lift price of gas oil

The UK is about to lose its status as the world's largest importer of tea to the USSR.

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Exports of sugar may rise despite shortage

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There's not an awful lot of coffee in Brazil

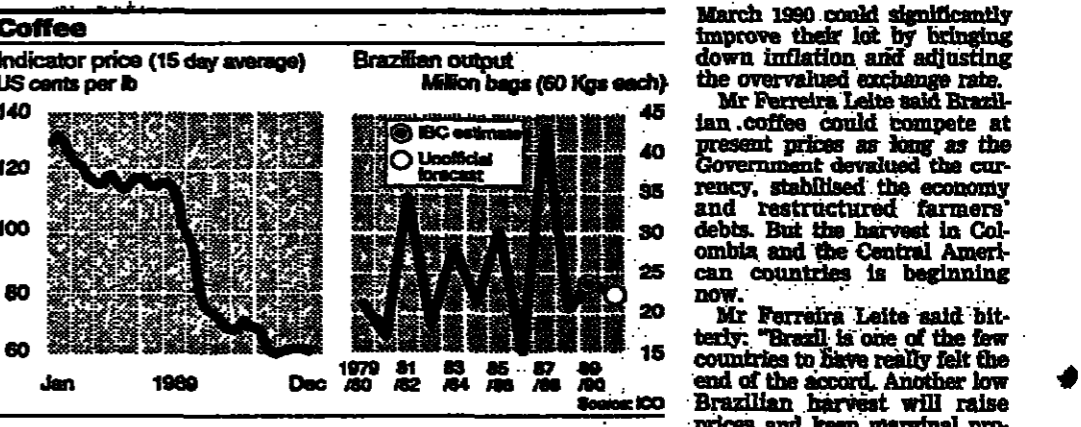
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THE WAY seemed clear last night for an out-of-court settlement of the long running dispute arising from the 1986 collapse of the International Tin Council's market support scheme.



March 1990 could significantly improve their lot by bringing down inflation and adjusting the overvalued exchange rate.

LONDON MARKETS

Table with columns for Commodity, Close, Previous, High/Low, and Change. Includes items like Cocoa (London POKE), Sugar (London POKE), and various oils.

SPOT MARKETS

Table with columns for Commodity, Price, and Change. Includes items like Crude oil (per barrel FOB), Diesel oil, and various metals.

CRUDE OIL - IPE

Table with columns for Commodity, Close, Previous, High/Low, and Change. Includes items like Brent, WTI, and other oil grades.

FRUIT & VEGETABLES

Table with columns for Commodity, Price, and Change. Includes items like Fresh Ocean Spray cranberries, Apples, and various vegetables.

WORLD COMMODITIES PRICES

Table with columns for Commodity, Price, and Change. Includes items like Aluminum, Nickel, Tin, and various metals.

SOYABEAN MEAL - IPE

Table with columns for Commodity, Price, and Change. Includes items like Soyabean meal, Soyabean oil, and other agricultural products.

PRECIOUS METALS - IPE

Table with columns for Commodity, Price, and Change. Includes items like Gold, Silver, and Platinum.

GRAIN - IPE

Table with columns for Commodity, Price, and Change. Includes items like Wheat, Corn, and other grains.

BARLEY - IPE

Table with columns for Commodity, Price, and Change. Includes items like Barley, Oats, and other grains.

US MARKETS

Table with columns for Commodity, Price, and Change. Includes items like High Grade Copper, Soyabean Meal, and other commodities.

NEW YORK

Table with columns for Commodity, Price, and Change. Includes items like Gold, Silver, and other metals.

PLATINUM 1000 TROY OZ

Table with columns for Commodity, Price, and Change. Includes items like Platinum, Silver, and other metals.

SUGAR WORLD '91

Table with columns for Commodity, Price, and Change. Includes items like Sugar, Coffee, and other commodities.

CHICAGO

Table with columns for Commodity, Price, and Change. Includes items like Soyabean Meal, Soyabean Oil, and other commodities.

WHEAT 5,000 BU

Table with columns for Commodity, Price, and Change. Includes items like Wheat, Corn, and other grains.

LIVE CATTLE 40,000 LB

Table with columns for Commodity, Price, and Change. Includes items like Live Cattle, Live Hogs, and other livestock.

LIVE HOGS 30,000 LB

Table with columns for Commodity, Price, and Change. Includes items like Live Hogs, Live Cattle, and other livestock.

PORK BELT LBS 40,000 LB

Table with columns for Commodity, Price, and Change. Includes items like Pork, Live Cattle, and other livestock.

LONDON STOCK EXCHANGE

Profit-takers bring modest setback

AN ACTIVE if somewhat switchback performance by the UK equity market left share prices with only modest falls yesterday as investors buying stock ahead of the new equity trading account which opens this afternoon.

The two week account which ends today has brought a gain of around 5 per cent across the range of leading equities, and substantially more in selected sectors such as financial and property shares.

which they will not have to settle until the end of the next trading account, inspired a rally and equities closed steadily despite a discouraging 'Confederation of British Industry/Financial Times' report on the UK distributive trade.

The FT-SE index closed 7 points down at 2,346.7 with the international blue chips mostly a shade easier. Some traders expressed caution ahead of the announcement today of the latest employment data from across the Atlantic.

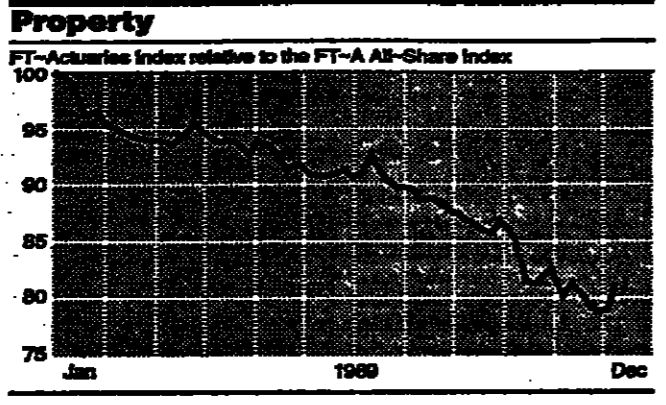
The market faces a relatively heavy corporate reporting list before the Christmas holiday - a good start was made yesterday with the trading statement from Grand Metropolitan.

FINANCIAL TIMES STOCK INDICES

Table with columns for various stock indices: Government Secs, Fixed Interest, Ordinary Shares, Gold Mines, FT-SE 100 Share, SEAC, Ord. Div. Yield, Earning Yld % (full), P/E Ratio (Nov/89), SEAC Bargains (5yr), Equity Turnover (m), Equity Bargains, Shares Traded (m), Ordinary Shares Index, Hourly changes, FT-SE, Hourly changes.

Welcome for GMet results

A 27 per cent improvement in full-year profits from Grand Metropolitan provided the market with the reassurance it sought and helped the shares put in the best performance of the day among FT-SE stocks.



The rise following this week's British Land restructuring was one of the few bright spots for the sector in 1989.

BP shares closed 4 higher at 323p, with Shell finally down 2 at 471p. The BP share price has been jagged since its recent statement positive. They singled out the company's rapidly falling gearing as a plus point: one of the reasons why the share price has risen so far.

casting full year profits of 257m said. 'On fundamentals the share price is still too high as there has been a certain amount of bid speculation in the last few months.'

Profit taking after a good run in the wake of the company confirming it planned to float its US subsidiary caused the shares going up on Monday. The shares added 5 to 365p on steady turnover of 2.1m.

offered, the day after the company's interim results, and uncovered wall-to-wall bull positions. The price fell 11 to 101p as buyers failed to appear.

There was no stopping Reuters which climbed to the third all-time closing high (1037p, up 15) in successive days. Once again US buying, stimulated by investor presentations early in the week, was blamed.

TRADING VOLUME IN MAJOR STOCKS

Table showing trading volume in major stocks. Columns include Stock Name, Volume, Change, and % Change. Includes stocks like BT, British Airways, British Telecom, etc.

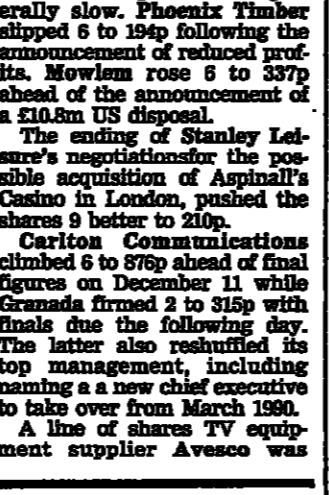
Oil stocks busy

There was a fresh burst of activity in oil stocks as international funds reassessed the relative outlook for BP and Shell, which are prominent in most institutional portfolios.

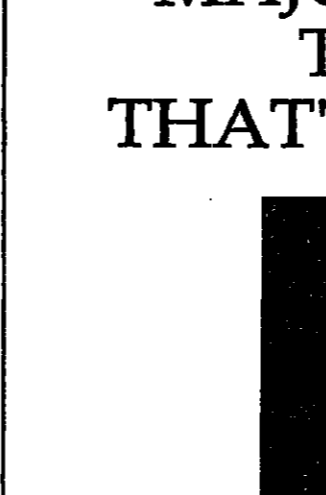
NEW HIGHS AND LOWS FOR 1989

Table listing new highs and lows for 1989. Columns include Stock Name, High, Low, and Date.

Equity Shares Traded



FT-A All-Share Index



APPOINTMENTS

Changes at Granada: Mr Peter Carr has become chairman of the JOHN CARR GROUP, succeeding his father, Mr John Carr, the founder, who has retired.

Cobbold joins Gaiacorp UK

Lord Cobbold has been appointed director of GAIACORP UK where he will be responsible for developing its international currency exposure management service.

Ms Lindsay Nuttall

Ms Lindsay Nuttall (above) has been appointed managing director of WALDRON, ALLEN, HENRY & THOMPSON DIRECT, part of the BDP Group.

Advertisement for Saudi American Bank. Text: 'IN EVERY MAJOR FINANCIAL CENTRE THERE'S ONE BANK THAT'S THE PLACE TO WORK. In Saudi Arabia it's Saudi American Bank. But it takes more than just professionalism to produce creative banking solutions in today's environment. At Saudi American Bank we harness the best people to the latest technology and a firm commitment to service. It's a combination that has served us well, and our customers better.'

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 07-525-4188

AUTHORISED UNIT TRUSTS

Main table containing unit trust information, organized into columns by fund manager (e.g., Abbey Unit Trust Managers, Alliance Unit Trust Managers, etc.) and listing various unit trusts with their respective prices and details.

GUIDE TO UNIT TRUST PRICING. Includes sections for 'TERMS CHANGES', 'UNIT PRICES', 'UNIT VALUES', and 'UNIT TRADING'. Explains how unit prices are determined and how to calculate unit values.

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FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-925-2128

Main table containing unit trust information, including columns for company name, unit price, and other financial metrics. The table is organized into several vertical columns.

INSURANCES

Table listing insurance companies and their respective unit prices, located in the bottom left corner of the page.

Vertical text on the right side of the page, possibly a sidebar or additional information related to the unit trusts.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-425-1128

Main table containing unit trust information with columns for Name, Price, and other details. Includes sub-sections for 'OFFSHORE AND OVERSEAS' and 'GUERNSEY (GD REGISTERED)'.

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FT UNIT TRUST INFORMATION SERVICE

Main table for FT Unit Trust Information Service, listing various unit trusts with columns for name, price, and other financial metrics. Includes sub-sections like 'ISLE OF MAN', 'LUXEMBOURG', and 'OTHER OFFSHORE FUNDS'.

LONDON SHARE SERVICE

Table for London Share Service, containing sections for 'BRITISH FUNDS', 'BRITISH FUNDS - Cont'd', 'LOANS', 'FOREIGN BONDS & RAILS', and 'AMERICANS'. Each section lists various investment vehicles with their respective prices and yields.

Table for Money Market Trust Funds and Money Market Bank Accounts, listing various financial products and their current market rates.

Vertical text on the right margin, possibly a page number or reference: "market: on the currency spread..."

Vertical text on the right margin, possibly a page number or reference: "UNIT TRUSTS: Price as at 11.00 am..."

LONDON SHARE SERVICE

• Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-926-2128

AMERICANS—Contd										BUILDING, TIMBER, ROADS—Contd										DRAPERY AND STORES—Contd										ENGINEERING—Contd										INDUSTRIALS (Misc.)—Contd										INDUSTRIALS (Misc.)—Contd									
1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield	1969	1968	Share	Price	Div	Yield						
1989	1988	Alcoa	15.75	0.10	0.63	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95	1989	1988	Alcan	10.50	0.10	0.95						

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LONDON SHARE SERVICE

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LEISURE

Table of share prices for Leisure companies including Leisure Group, Leisure Leisure, Leisure Leisure, etc.

PAPER, PRINTING, ADVERTISING - Contd

Table of share prices for Paper, Printing, Advertising companies including Paper, Printing, Advertising, etc.

TEXTILES - Contd

Table of share prices for Textiles companies including Textiles, Textiles, Textiles, etc.

TRUSTS, FINANCE, LAND - Contd

Table of share prices for Trusts, Finance, Land companies including Trusts, Finance, Land, etc.

OIL AND GAS - Contd

Table of share prices for Oil and Gas companies including Oil and Gas, Oil and Gas, Oil and Gas, etc.

MINES - Contd

Table of share prices for Mines companies including Mines, Mines, Mines, etc.

MOTORS, AIRCRAFT TRADES

Table of share prices for Motors, Aircraft Trades companies including Motors, Aircraft Trades, etc.

PROPERTY

Table of share prices for Property companies including Property, Property, Property, etc.

TOBACCO

Table of share prices for Tobacco companies including Tobacco, Tobacco, etc.

TRANSPORT

Table of share prices for Transport companies including Transport, Transport, Transport, etc.

TRUSTS, FINANCE, LAND

Table of share prices for Trusts, Finance, Land companies including Trusts, Finance, Land, etc.

OVERSEAS TRADERS

Table of share prices for Overseas Traders companies including Overseas Traders, Overseas Traders, etc.

PLANTATIONS

Table of share prices for Plantations companies including Plantations, Plantations, etc.

THIRD MARKET

Table of share prices for Third Market companies including Third Market, Third Market, etc.

Commercial Vehicles

Table of share prices for Commercial Vehicles companies including Commercial Vehicles, Commercial Vehicles, etc.

Investment Trusts

Table of share prices for Investment Trusts companies including Investment Trusts, Investment Trusts, etc.

Finance, Land, etc

Table of share prices for Finance, Land, etc companies including Finance, Land, etc, Finance, Land, etc, etc.

Central Rand

Table of share prices for Central Rand companies including Central Rand, Central Rand, etc.

Eastern Rand

Table of share prices for Eastern Rand companies including Eastern Rand, Eastern Rand, etc.

Far West Rand

Table of share prices for Far West Rand companies including Far West Rand, Far West Rand, etc.

NEWSPAPERS, PUBLISHERS

Table of share prices for Newspapers, Publishers companies including Newspapers, Publishers, etc.

SHOES AND LEATHER

Table of share prices for Shoes and Leather companies including Shoes and Leather, Shoes and Leather, etc.

Finance, Land, etc

Table of share prices for Finance, Land, etc companies including Finance, Land, etc, Finance, Land, etc, etc.

Central African

Table of share prices for Central African companies including Central African, Central African, etc.

Diamond and Platinum

Table of share prices for Diamond and Platinum companies including Diamond and Platinum, Diamond and Platinum, etc.

Central African

Table of share prices for Central African companies including Central African, Central African, etc.

PAPER, PRINTING, ADVERTISING

Table of share prices for Paper, Printing, Advertising companies including Paper, Printing, Advertising, etc.

SOUTH AFRICANS

Table of share prices for South Africans companies including South Africans, South Africans, etc.

Finance, Land, etc

Table of share prices for Finance, Land, etc companies including Finance, Land, etc, Finance, Land, etc, etc.

Central African

Table of share prices for Central African companies including Central African, Central African, etc.

Diamond and Platinum

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Central African

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TEXTILES

Table of share prices for Textiles companies including Textiles, Textiles, etc.

Finance, Land, etc

Table of share prices for Finance, Land, etc companies including Finance, Land, etc, Finance, Land, etc, etc.

Oil and Gas

Table of share prices for Oil and Gas companies including Oil and Gas, Oil and Gas, etc.

Central African

Table of share prices for Central African companies including Central African, Central African, etc.

Diamond and Platinum

Table of share prices for Diamond and Platinum companies including Diamond and Platinum, Diamond and Platinum, etc.

Central African

Table of share prices for Central African companies including Central African, Central African, etc.

TRADITIONAL OPTIONS

Table of share prices for Traditional Options companies including Traditional Options, Traditional Options, etc.

Finance, Land, etc

Table of share prices for Finance, Land, etc companies including Finance, Land, etc, Finance, Land, etc, etc.

Oil and Gas

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Central African

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Diamond and Platinum

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Central African

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PROPERTY

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Finance, Land, etc

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Oil and Gas

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Central African

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Oil and Gas

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Central African

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Diamond and Platinum

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Central African

Table of share prices for Central African companies including Central African, Central African, etc.

This service is available in every country dealt in on Stock Exchanges throughout the United Kingdom for a fee of £295 per annum for each security.

Handwritten note in Arabic script: "هذا من المرفق"

WORLD STOCK MARKETS

Main table of world stock markets including sections for Australia, Canada, Germany, Italy, Japan, New York, and various international indices.

Canada section containing Toronto and Montreal closing prices for various stocks and indices.

Indices section providing data for New York Dow Jones, Standard and Poor's, and various international indices.

New York Active Stocks and Trading Activity section listing active stock prices and trading volumes.

Tokyo - Most Active Stocks section with an advertisement for 'Keep the world in focus' featuring a lens graphic and contact information for the Financial Times.

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

2pm prices December 7

Main table of stock prices with columns for stock symbols, prices, and changes. Includes various market indices and individual company listings.

Continued on Page 69

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Handwritten note in a box: "دعا من اجله"

NYSE COMPOSITE PRICES

Table of NYSE Composite Prices with columns for High, Low, Open, Close, and various stock symbols. Includes a detailed legend for symbols and a note about data accuracy.

NASDAQ NATIONAL MARKET

2pm prices December 7

Table of NASDAQ National Market prices, listing numerous stock symbols and their corresponding prices.

AMEX COMPOSITE PRICES

2pm prices December 7

Table of AMEX Composite Prices with columns for High, Low, Open, Close, and various stock symbols.

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FINANCIAL TIMES

AMERICA

Equities continue to drift sideways

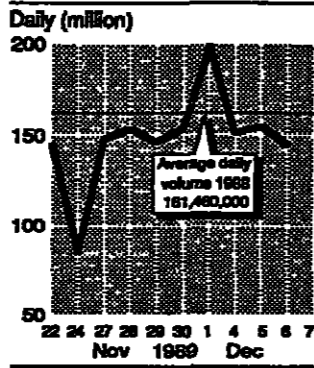
Wall Street

THE AGONISING sideways drift on stock exchanges continued yesterday, with leading indices narrowly mixed at mid-session in low volume, writes Janet Bush in New York.

At 2 pm, the Dow Jones Industrial Average was 4.69 lower at 2,732.08 on volume of 83m shares. The Dow had lost 4.21 on Wednesday to 2,738.77.

an easing to be imminent. That conviction appeared to dissolve on Wednesday when the Tan Book of regional economic reports from Federal Reserve banks was slightly more upbeat than expected on prospects for the economy. The

NYSE volume



publication of the Tan Book coincided with remarks by an unnamed senior Fed official that he did not expect a recession next year and that the prospects for manufacturing were good.

EUROPE

German volume at peak as profit-taking resumes

THE spotlight was again on Germany, although there was excitement in the financial sector elsewhere, writes Our Markets Staff.

sharp gains before the profit-takers moved in, leaving it still 2.7% higher at FF7675.

Overall, volume was thought to be around Wednesday's FF2.2bn, or better. The DMF 50 index ended off its high at 588.48, up 1.28; the CAC 40 index was up 5.34 at 1,965.63.

STOCKHOLM welcomed moves in the banking sector and managed to take in its stride a one-point rise in the discount rate to 10.5 per cent.

SOUTH AFRICA

ANOTHER surge by gold issues and by industrials pulled Johannesburg higher. Barlow Rand, the industrial, gained 82 to R44.25 after reporting a profits rise.

ment report is crucial for the markets, because it provides another chunk of important evidence of economic activity which might make the Fed's stance clearer.

At the beginning of the week, forecasts were for a fairly limited increase in the non-farm payroll of perhaps 130,000. However, some analysts revised upwards their estimates of the gain in the non-farm payroll after yesterday's news of a larger-than-expected drop in claims for unemployment insurance in the latest weekly figures.

1% to 30% after news that the company is selling the equivalent of an 8 per cent stake to Berkshire Hathaway, the company controlled by investor Mr Warren Buffett.

First Interstate Bancorp slumped 3% to \$48. The company said it was boosting reserves by \$400m in the fourth quarter as part of plans to deal with problem assets at its Texas bank subsidiary.

Canada

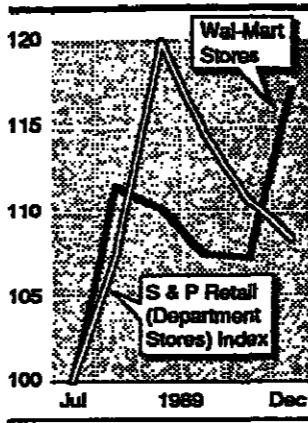
ADJUSTMENTS BY portfolio managers to their accounts before the end of the year helped Toronto stocks to rally in light volume by midday.

The composite index rose 16.8 to 3,970.4 on volume of 15m shares. Advances led declines by 285 to 211.

THE HALLS are decked with tinsel, angels and boughs of holly in stores throughout the US, but the retailers themselves are not convinced that this Christmas season is a jolly one - particularly after another set of mostly dull to declining monthly sales figures for November.

At Christmas, US stores generally record one third of their total sales and make up to half of their total earnings. But this year may be different. Seasonal mark-downs are greater and more pervasive than in previous years.

There have been successes. Nordstrom's shares have been trading about 20 per cent higher than a year ago, and its price-earnings ratio has been 20 plus; this reflects a 17.8 per cent advance in revenues in the most recent quarter, compared with 6.7 per cent in US department stores overall.



ditions and decor, has given the lie to the perception that department stores are dead. Nordstrom's shares have been trading about 20 per cent higher than a year ago, and its price-earnings ratio has been 20 plus; this reflects a 17.8 per cent advance in revenues in the most recent quarter, compared with 6.7 per cent in US department stores overall.

year has outpaced the FT-Actuaries World Index for US stocks.

Within that, the Arkansas-based Wal-Mart, which caters for the bargain-hunter with its range of discount stores, has performed exceptionally well. Sales in November jumped 27 per cent. Wal-Mart's share price is over 40 per cent ahead of last year, and its p/e ratio is over 26 compared with about 19 for discount and variety stores as a whole.

Not all US discount stores are doing so well. The share price of K mart, the world's second largest retailer, is slightly lower over a year, although November sales on a comparable store basis advanced by 3.9 per cent, respectable in the circumstances. These include K mart's transition to so-called "every-day-low-pricing," introduced to lure customers into the stores. Profits have suffered somewhat and its p/e of about 10 is well below average.

Sears, the world's biggest retailer of general merchandise, recently reported November sales only 0.4 per cent up on a year ago while its US merchandising revenues, including catalogue sales, fell 1.8 per cent in the month. Its shares have fallen about 3 per cent in the year to date, against a 16 per cent rise in the US department store sector.

Christmas sales are expected to increase by between 4 and 5 per cent this year, slightly less than last year's 5.2. Once inflation is included, however, real growth is likely to be only about 1 per cent. "Clearly, we're seeing an acceleration of promotional pressures and that will translate into lower gross margins," says one analyst.

ASIA PACIFIC

Nikkei advances despite fall in leading issues

CAUTION and profit-taking took their toll of leading issues yesterday, but arbitrage buying pushed the Nikkei to its fourth consecutive high, writes Michio Nakamoto in Tokyo.

After rising more than 100 points initially, the Nikkei average fell back by early afternoon as investors looked at and worried about the high level of share prices. However, several bouts of late arbitrage buying pushed the Nikkei up by 203.82 to another record of 37,593.11, which was also the day's high. The low was 37,549.83.

Volume slipped to 944m shares from the 1.2m traded on Wednesday. Advances led declines by 554 to 373 with 212 unchanged. The Topix index of all listed shares rose 11.70 to 2,573.02 while, in London, the FTSE 100 index added 1.94 to 2,163.93.

The strong gain in the Nikkei was not an accurate reflection of what happened yesterday, said Mr Masami Okuma at UBS Phillips & Drew. Although the leading index was up strongly, many of the issues which have been leading the market's recent rise, such as steels and real estates, took a beating.

Among steels, Sumitomo Metal Industries, most actively traded, lost Y12 to Y918. Other big companies on the retreat included Mitsubishi Heavy Industries, off Y40 to Y1,180. Kobe Steel, however, managed to sustain its upward and added Y7 to Y877 in active trading.

The retail sector, which provided a bright spot in early trading on consumer spending data, saw losses later. Sogo climbed Y70 to Y2,160, before closing unchanged at Y2,050. Wednesday's interest in lag-gards and low-priced issues suggests that the market has come full circle, said Mr Okuma. In a round of selective buying, when everything that needs to be bought has been, investors begin looking at the shares that have been left behind.

Yesterday, buyers went for the last of the laggards. Nippon Telegraph and Telephone NTT has been shunned on worries that the company could be split, and its return to favour suggests that investors are lost

for ideas. NTT rose Y70,000 to Y1,49m. Other laggards in vogue included Nikkatsu, the film producer, up Y17 to Y710 and third in volume terms.

The more cautious analysts are now pointing out that the adverse factors which plagued the market in the autumn were still around. The market does not want to recognise that there is a huge disparity between equities and bonds, where yields are more than 5.5 per cent and moving upwards, said Mr Jonathan McCullure at Schroder Securities. The yen was also lower against the dollar.

In addition, the discrepancy between the Nikkei index and the 25-day moving average, where 4 per cent is considered the danger zone, reached 3.9 per cent on Wednesday, suggesting that the index was coming close to being over-

bought. Yesterday, the gap moved to 4.3 per cent.

On the other hand, the 200-day moving average, which gives a longer term perspective on the index, was at a 10.57 per cent discount to the Nikkei, still safely below the 12 per cent level that is considered high.

Osaka hit its 13th record yesterday, as the OSE average rose 97.89 to 38,845.07. However, volume fell from 119m to 102m shares. Kobe Steel showed strength with a Y19 gain to Y878 in heavy trading.

Roundup

A VARIED volume picture presented itself across the region, with Singapore very busy while Australia and Hong Kong suffered a continued slump in trading. Manila's two stock exchanges are due to

reopen on Monday after a week's closure because of the attempted coup.

SINGAPORE had an active day, but the Straits Times Industrial Index finished little changed as profit-taking set in after 16 rising sessions and took the edge off earlier gains.

The index closed 2.21 better at 1,445.54 as turnover rose to 128m shares worth S\$224m, from 92m and S\$220m. Among fast risers, Jurong Engineering climbed 68 cents to S\$4.

KUALA LUMPUR was pushed to a record on afternoon buying interest, the composite index adding 3.40 to 523.45 in active turnover. Sentiment was helped by Tokyo's sustained rise.

AUSTRALIA saw interest fade away, as the All Ordinaries index lost 5.1 to 1,694.5. Volume was still low at 104m shares worth A\$157m against

\$8m worth A\$168m the previous day.

There was a sparkle of life in the gold sector, as Dominion Mining rose 8 cents to A\$1.56 on rumours of a takeover by Poseidon, up 2 cents at A\$2.55.

Bond Corp recovered 5 cents to 20 cents and Bond Media rose 5 cents to 17 cents after Wednesday's sharp falls. But Bell Resources was off 5 cents at 40 cents, raising speculation that prospects of a takeover bid had faded further.

HONG KONG had its best rise for two and a half weeks, with the Hang Seng index gaining 13.61 to 2,770.00. Volume remained thin at HK\$560m, compared with Wednesday's HK\$461m, which was the second lowest this year.

TAIWAN pursued its downward course, the weighted index losing 160.56 to 6,123.50 in continued low volume.

FT-ACTUARIES WORLD INDICES

Jointly compiled by The Financial Times Limited, Goldman, Sachs & Co., and County NatWest/Wood Mackenzie in conjunction with the Institute of Actuaries and the Faculty of Actuaries

Table with columns for Regional Markets (Australia, Canada, Denmark, Finland, France, Germany, Hong Kong, Ireland, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Norway, Singapore, South Africa, Spain, Sweden, Switzerland, United Kingdom, USA) and Tuesday December 5 1989. It includes sub-columns for US Dollar Index, Day's Change %, Found Sterling Index, Local Currency Index, Day's change % local currency, Gross Div. Yield, and Dollar Index.

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We have been instructed by a major UK investment bank to recruit a young manager to run their DM Swaps book, with the probability of additional responsibilities in tandem.

Although DM experience is preferred it is not viewed as being absolutely essential. However, the individual will have gained at least two years direct experience in the Swaps market and will be computer literate.

The incumbent should have strong personal as well as technical skills as they will be expected to drive the team's direction and expansion for the future. Equally important is flexibility of approach, essential to ensure a fast reaction to the changing needs of the marketplace.

For details of this opportunity please contact Julie Byford or Joe Reilly on (01) 583 0073 (Day) or (01) 540 9340 (Evenings and Weekends), or send your CV in complete confidence to: 16-18 New Bridge Street, Blackfriars, London EC4V 6AU. Fax (01) 353 3908.

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Please write in confidence to:

Ian Mackenzie Director
Capital House Investment Management Ltd
Fourth Floor, Capital House
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Edinburgh EH3 9SU



Jonathan Wren Leasing

As one of the leading UK and International Banking Groups our client is renowned for the provision of corporate financial services worldwide. The specialist Leasing Division concentrates on complex high value domestic and international transactions with the flexibility to act as both principal and advisor. Commitment to the development of this innovative unit has resulted in the creation of two additional appointments:-

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c£45,000 plus bonus

The ability to identify cross border leasing opportunities and the technical creativity to formulate complex financial structures will enable the successful applicant to operate as a senior member of this highly professional team. It is envisaged that the ideal candidate will currently be employed at senior level within a leading international/merchant bank, packager or treasury division of a major corporate.

Aged 30-42 years, he/she will possess proven negotiating strengths and combine 4/5 years experience of domestic and cross border activities with significant exposure to complementary financial products - namely capital markets, project finance, export finance, etc.

MANAGER - RESEARCH & DEVELOPMENT
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To assist the UK and International marketing teams an in-house research and development unit has been established. A highly innovative professional is sought whose current involvement in financial product development has resulted from a sound technical grounding in asset finance. The role will encompass the provision of related taxation/accounting advice, and the development of new big ticket products.

Applicants, aged 27 to 34, will have at least three years experience of structuring complex transactions, negotiating contract terms and formulating the associated documentation. To complement the current team structure a qualified lawyer would be preferred.

For each position the package includes performance related bonus and full banking benefits. Please contact Jill Backhouse, Director in strict confidence.

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Operating in fifteen countries worldwide, Hewitt Associates provide help and advice to a wide range of clients in the design and management of employee benefit, remuneration and human resource programmes. Increasing demand for their services has created an outstanding opportunity for an exceptional young and talented consultant to start and develop the Investment Consulting function of their U.K. office, based in St. Albans.

Following an initial period with the investment consulting group in Chicago, the role will be to develop the firm's strategic consulting capability in the U.K. This will include establishing philosophies for comparative performance measurement, investment techniques and investment manager selection. Working as a fee earner in his or her own right, the person appointed will be the leading influence in shaping the required organisation, marketing its services and, ultimately, determining its profitability.

In addition to having sound technical skills, a good knowledge of the pensions industry and of asset planning, the successful candidate will be outgoing and an excellent communicator, with the ability to provide and maintain the highest

standards of service. He or she will enjoy being part of an intellectually challenging and professionally stimulating organisation.

The culture of the firm is supportive and non-hierarchical, giving the highest priority to cooperation and team effort. This is complemented by their attractive offices, located in an original Georgian property in a local conservation area.

In return for ability and commitment, a highly competitive salary will be negotiated. The package includes a car and a non-contributory pension, and allows for choice from a variety of other benefits. A bonus and deferred compensation scheme is also in operation. Future prospects are assured; the firm is growing, additional offices are planned and real opportunity exists to become a Partner in due course.

For a confidential discussion concerning this opportunity, telephone David Jones during office hours on Windsor (0753) 857181; evenings and weekends on Reading (0734) 482370.

Alternatively, write to him, in confidence, at Digby Moore Associates, Mountbatten House, Victoria Street, Windsor, Berkshire SL4 1HE. Fax: 0753 860696.

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SEARCH SELECTION

Portfolio Strategist

London

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My client is responsible for marketing sophisticated investment strategies to institutional investors on a global basis.

In response to demand from institutional investors worldwide, they seek a Portfolio Strategist for their London office to monitor trends in financial markets and to develop and refine portfolio strategies for investors in the UK, Continental Europe and the Middle East. This will involve giving presentations for the press and for investors, defining alternative investment and hedging strategies and developing and maintaining strong links with the institutional investor community.

Candidates will be expected to demonstrate a good understanding of modern portfolio theory and financial economics and will have a minimum of two years' experience as a corporate economist, investment analyst or similar. Given the pan-European nature of this challenging role a second European language would be a distinct advantage although is not essential.

If you would be interested in pursuing this unique opportunity please contact Charles Ritchie on 01-831 2000 or write enclosing a full curriculum vitae to Michael Page City, 39-41 Parker Street, London WC2B 5LH.



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RESEARCH ANALYST

Up to £40,000+Car+Bonus West Midlands

Our Client is a dynamic and progressive plc in the Building Materials Industry. Growth has been substantial, both organically and through acquisition, and there are exciting plans to sustain and continue this. As part of these plans, they now seek to appoint a Research Analyst.

Reporting to the Executive Chairman, your brief will be to research, analyse and assess businesses and products which are compatible with the company's existing portfolio and would thereby contribute significantly to the company's strategic growth plans. Working closely with the Financial Director, you will be responsible for presenting this information to the main board and assisting in establishing the company's blue-print for growth.

The successful applicant will have a proven track record in acquisition analysis, possessing above average research experience. A knowledge of the Building Materials Industry or related businesses is preferable. Qualities of confidence, self motivation, tenacity and good communication skills are essential.

The position offers an exciting opportunity for both personal career and company development and the importance of this role is reflected by a highly competitive salary and benefits package. Assistance with relocation will be provided where necessary. Please apply, with full career and salary history details, quoting reference B/247/89 to David Gibbs.

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City

Our client is a highly respected and long established UK Merchant Bank. Recent expansion has resulted in the need to appoint two high calibre individuals to their Mergers & Acquisitions team. The positions report to the Director responsible for the M & A activity and represent an excellent opportunity to join the Bank at a time of growth.

Manager: Candidates for this position should be aged 27-33 with two years' relevant experience in merchant banking, or possibly stockbroking, and must have a strong track record demonstrating the ability to relate to clients and potential clients at the highest level.

Executive: Candidates will be graduate Chartered Accountants with experience of relevant assignments within a

large accountancy practice and ready to move into this challenging role.

Interested applicants should write enclosing a comprehensive CV with daytime telephone number quoting Ref: 388 to Sara Coole, MA, Whitehead Rice Ltd, 43 Welbeck Street, London W1M 7PG. Tel: 01-637 8736.

Whitehead Rice

MANAGEMENT SELECTION

PARTNERSHIP SECRETARY (DESIGNATE)

Circa £22,000 + Car

Scott Brownrigg and Turner is a highly successful architectural, planning, project management and interior design practice with offices in the UK and Europe, and a commitment to high quality work with attention to fine detail.

Following recent expansion through acquisition we intend to maintain our competitive edge in the field. Due to promotion we now require a Partnership Secretary, to assure us of a superior standard of administrative support, to be based in the exceptional surroundings of our Manor House Head Office just outside Guildford.

Reporting to the Director of Client Services and Director of Administration your responsibilities will include providing secretarial services to operating divisions and support in the fields of contract administration,

property matters, insurances, and management systems. Although working when required with minimum supervision, you should enjoy operating as part of a small team. A legal or chartered secretarial qualification would be an advantage, as would a legal or commercial background.

Besides the prospects of a challenging professional environment and career advancement, we offer an excellent rewards package. This includes a generous salary, according to your experience, 24 days' holiday, private health insurance and pension scheme.

For further information telephone Lesley Kings on 0483 68686 or forward your CV to her at Scott Brownrigg and Turner, Bradstone Brook, Salford, Guildford, Surrey GU4 8FT.



MANAGER - PROPERTY FINANCE

As a leading international bank involved in major property based finance, we are seeking a professionally qualified specialist with at least 10 years experience in both property development/construction and finance to lead a small team in this important market.

The successful candidate will be self reliant, highly motivated and able to evaluate and assess risk as part of the role. In return we offer a generous remuneration and benefits package to match this key position.

FUJI BANK
Tokyo, Japan

Please write, with full CV to:
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The Fuji Bank Limited, River Plate House,
7-11 Finsbury Circus, London EC2M 7DH

Handwritten note: 01-637 8736

Jonathan Wren Leasing

DIRECTOR OF FINANCE
£65,000 plus substantial bonus.

Our client is the expanding leasing and financial services arm of a dynamic European group. They seek to appoint a key individual to the Board of the UK operation with responsibility for the development and direction of the total European finance function. The role will also encompass the negotiation and structuring of the group's funding arrangements and full control of cash and currency management, utilising the latest treasury techniques. In addition substantial involvement in general management and strategic development is anticipated.

Applications are invited from Chartered Accountants, aged 35 to 45, with a proven record of achievement in the leasing industry, commerce or the profession. The calibre of current senior management, the continuing growth of the company and the strength of the European parent group combine to make this an exceptional career opportunity.

Please contact Peter Haynes or Jill Backhouse

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Jonathan Wren

Recruitment Consultants
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One of the world's foremost financial institutions is currently seeking to recruit a young, high achiever looking to utilise their experience of the international securities market within the Global Custody sphere.

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and providing advisory and information services on market conditions. This position is viewed as crucial to the future development of their business within the UK.

Candidates, in their mid to late 20's, should be educated to degree level and have a sound understanding of the International Securities Industry, probably gained from working within Fund Management Administration, Securities Operations or Global Custody. Additionally, they should possess outstanding communication skills, together with the maturity and personal presence to gain immediate credibility with clients. In return, our client can offer outstanding career prospects and is able to match the highest aspirations of those looking for rapid progression within the International Securities sector.

For further information contact Gill Pemberton or write in confidence to:

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Our client, the London branch of a major European bank is looking to expand its corporate dealing activities with the addition of two experienced dealers.

Probably in their mid/late twenties, candidates will have already gained at least 3 years' corporate dealing experience in an active bank, and have a comprehensive understanding of treasury markets, including interest rate products, futures and options. Of graduate calibre, he/she

will ideally be fluent in a European language. Both these positions offer highly competitive remuneration packages and present excellent opportunities to join this expanding team.

Interested applicants should contact Arabella Goodford or Kate Griffiths on 01-831 2000 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

Michael Page City
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Marketing Officer

£25-35,000 + Benefits

A leading European bank with a growing presence in London seeks to supplement its UK corporate team with an additional banker. The group markets a mix of middle market and 'blue chip' companies and offers a variety of commercial banking products ranging from traditional lending and treasury facilities to more sophisticated off-balance sheet and structured financing.

We invite applications from bankers aged 25-35 with experience of covering the UK market. You may have a clearing bank background or might have joined an international bank straight from university. You will now be working with a commercial or

merchant bank and will have a sound track record of successful deal origination and negotiation.

You must be a confident self-starter: you will take immediate responsibility for a client portfolio and will be expected to attract new clients and new business. There is considerable potential for future development within this expanding department. Promotion prospects are good and the remuneration package attractive.

Interested applicants should contact Mark Hartaboorne or Charles Ritchie on 01-831 2000 or write to them at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

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OVERSEAS CASH MANAGER

British Airways' worldwide route network generates earnings in a wide range of foreign currencies. An exciting opportunity now exists within our Treasury Department to join a skilled team of specialists charged with the management of currency balances and controlling overseas liquidity.

We are seeking a Treasury professional to manage our cash generation in convertible currencies, optimising cash management performance in the field with a clearly demonstrated control on liquidity levels, cash mobilisation and transmission. This will be achieved using the most efficient methods and techniques. Additional responsibilities include participation in our systems development strategy for overseas locations.

The successful candidate, probably a graduate or ACT qualified, will have spent 2-3 years in a Corporate Treasury or banking environment. Strong intellectual ability, numeracy and computer literacy, together with well developed interpersonal skills are vital to make a meaningful contribution to our corporate performance.

In addition to a competitive salary, our benefits package includes performance bonus, profit sharing, private health care, holiday bonus and holiday travel opportunities.

Please write with a comprehensive CV (including details of current earnings) to Selection & Assessment, Ref: RJ/1904, British Airways Plc, 'Meadowbank', PO Box 59, Hounslow TW5 9QX.



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Adam & Company, a significant force in private banking with offices in Edinburgh, Glasgow and London, requires an experienced Fund Manager and an Investment Analyst for its rapidly expanding investment management company.

These key appointments, which will be based in Edinburgh, will involve immediate responsibility for internal research, asset allocation, stock selection and a close working relationship with clients.

The successful candidates will be flexible, ambitious individuals who have a wide experience of portfolio management and UK company analysis and will be able to communicate well at all levels.

The salary and benefits packages will reflect the importance we attach to these positions.

Please write, enclosing a detailed cv, to: Mr A M Hedderwick, Adam & Company plc, 22 Charlotte Square, Edinburgh EH2 4DF.

UK CORPORATE LENDING EXECUTIVE

Hill Samuel is the corporate bank of the TSB Group. With a substantial capital base and a continuing expansion of our business we now require an additional executive to join the UK corporate team.

The current book encompasses the full range of UK manufacturing and service companies with facilities granted in the range of £1 million-£100 million. The emphasis of the group is to use the Bank's balance sheet to form long-term relationships with dynamic companies which will require innovative solutions to financing problems.

The individual appointed will be responsible for the analysis of a varied group of existing accounts and new businesses identified by the marketing officers. In addition, he or she will assist the account officer with the day-to-day running of the accounts. Promotion possibilities include appointment to account officer in due course.

Candidates should be graduates in their twenties with an excellent credit background. The ability to work under pressure is a key requirement. We are looking for individuals wishing to build a long-term career with us and for those selected there will be excellent opportunities for sustained advancement. In the first instance please send a full curriculum vitae to:

Mrs. Anne Dumford,
 Assistant Director, Personnel Department,
 Hill Samuel Bank Limited,
 100 Wood Street,
 London EC2P 2AJ.

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required by the Investment Advisory Division of a Major Japanese Bank. The candidate should have at least 4-5 years Fund Management experience and be able to lead a small team of analysts. Salary and conditions could be generous for the right individual.

Please reply to Box A1415, Financial Times, One Southwark Bridge, London SE1 9HL.

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We invite applications for the post of Compliance Director with the Equities Securities arm of one of the leading UK investment banks, with a firm commitment to the Compliance function.

Reporting to the Group Compliance Director, the successful candidate will be responsible for developing the profile of Compliance throughout the Securities operation. Particular importance will be attached to the maintenance of close links with regulatory bodies and advising senior management on the Compliance issues relating to new product and business developments and the effects of overseas regulations on existing operations.

This position will be of special interest to experienced securities industry practitioners, ideally with a sound background in

Compliance. Individuals with a regulatory or professional background may also be considered, providing they have practical experience of the securities industry.

Personal qualities, including authority, presence and diplomacy, are essential and candidates will be expected to demonstrate a confident and pro-active approach relating both to the surveillance and educational aspects of the position.

Candidates should not consider their current salary to be a limiting factor.

For a confidential discussion regarding this appointment, please contact Karin Clarke on 01-831 2000. Alternatively, write to her, enclosing career details at Michael Page City, 39-41 Parker Street, London WC2B 5LH.

Michael Page City
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CAMPBELL-JOHNSTON ASSOCIATES (MANAGEMENT RECRUITMENT CONSULTANTS) LIMITED, 3 LONDON WALL BUILDINGS, LONDON WALL, LONDON EC2M 5PJ. TELEPHONE 01-588 3588 or 01-588 3576. TELEFAX 01-256 8501.

APPOINTMENTS ADVERTISING

Appears every Wednesday and Thursday

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01-873 3000

Nicholas Baker ext 3351

Elizabeth Arthur ext 3694

Jonathan Wren Executive

HEAD OF RESEARCH c£50,000

Our client is a principal trading operation practising sophisticated trading and risk management techniques within the UK equity and derivative markets. Candidates should have significant general research experience of FTSE 100 stocks not limited to a particular sector. They will be able to provide research on take over situations together with trading decisions on price sensitive news relating to individual stocks. This is an exciting opportunity for a person of proven ability to lead a small team that will participate in trading opportunities revealed by their work.

Please contact Tim Sheffield on 01-623 1266.

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Senior individual required, at assistant director level, to be responsible for 25 strong department in leading investment management company, covering both unit and investment trust administration. The successful candidate must have strong management and motivational skills as well as a sound technical accounting ability.

Please contact Martin Symon on 01-623 1266.

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Jonathan Wren

Recruitment Consultants
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Jonathan Wren Leasing

MARKETING MANAGERS - LEASING £20,000 to £30,000 plus bonus plus benefits.

Substantial financial backing, and the combination of traditional and innovative leasing products has enabled our client to become a major player in the leasing and asset finance industry. Recent expansion has resulted in the creation of several challenging positions for Leasing Executives.

Applicants will be assessed on the following criteria:-

- Graduate Calibre
- Detailed credit assessment experience of transactions in the £250,000 to £5 million range.
- Working knowledge of negotiating, structuring and closing direct middle ticket transactions or vendor programmes.
- Proven experience of new business development.
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Please contact Sarah Stone or Keith Snow.

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This top international bank is currently seeking highly motivated graduates to join their specialist risk management team. Candidates should have at least two years experience of syndicated loans and corporate transactions and be able to deal with companies at a very senior level. RB7316.

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The successful candidate will be a graduate and current experience within the City would be beneficial.
Please apply to:-

Jeremy Allred
Whittingdale Limited
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UK EQUITY SALESPEOPLE

FOLLOWING A CHANGE OF OWNERSHIP, AND DUE TO CONTINUED EXPANSION IN THE UK EQUITIES MARKET WE ARE LOOKING TO RECRUIT EXPERIENCED UK EQUITY SALESPEOPLE. REMUNERATION WILL NOT BE AN OBSTACLE FOR THE RIGHT PEOPLE.

SEND CV'S TO MARK JENNINGS,
DEALING MANAGER,
ALEXANDER SECURITIES LTD,
5 OLD QUEEN STREET,
LONDON SW1H 9JA.

Members of FIMBRA

CORPORATE BUSINESS DEVELOPMENT

London : West End

International bank requires an experienced corporate banker to increase its business with medium sized public and privately owned companies in the U.K.

The candidate should have a proven record in successfully marketing a range of corporate banking products (including credit, treasury forex, LCS, etc) for this potential client base. In addition, the person should be a self-starter, highly motivated and able to manage their own activities in such a way that they will meet the objectives set for the position. An attractive remuneration package is offered, including the usual banking benefits.

Applicants should write, enclosing detailed CV to:

P O Box 4LS, London W1A 4LS

RATHBONE

SWAPS TRADERS To £100,000
Our client, a major international bank, is currently expanding its Swaps Trading Desk. Ideally, applicants will have experience of trading Interest Rate and Currency Swaps, together with knowledge of the European currency and \$ markets. In addition to their requirement for senior traders, our client is also interested in finding individuals with between 6 and 12 months experience in off-balance sheet products.

RISK MANAGEMENT To £42,000 + Bonus
As a leader in multi-currency derivative products, our client has a rare opportunity for a highly capable accountant to take charge of its well established analysis group. Reporting to the Managing Director, you will be given full responsibility for the accounting and operations group. Your role in assessing risk will enable the gradual transition into a trading or marketing position.

NEW PRODUCTS To £40,000 + Bonus
Our client, a leading international bank, is world renowned for its innovation in the field of new products. The new products area is currently enjoying continued success and, as part of its expansion plans, it is looking to increase in size. Ideal candidates will have a thorough grounding in either a financial engineering or new product environment. Your role will be to assist in the development and marketing of ideas to clients. In your mid to late 20s, you will possess a high level of numeracy, a good understanding of Capital Markets and above all, the personality to work effectively in a highly demanding environment.

The above is a small selection of the many positions we are currently handling. For a confidential discussion please contact Michael Brennan or John Faulkner.

Handwritten signature

FINANCIAL CONTROLLER

Northampton

c.£30,000 pa + car

Cable Television Ltd. currently provides cable TV and radio services to nearly 20,000 subscribers in Northampton. It has recently been granted the franchise to extend cable facilities to some 83,000 homes in the town. The company is one of the UK's most experienced cable TV operators and it has recently linked with a major Canadian operator, to further strengthen its position in a dynamic, fast growth industry.

This exciting expansion of the Northampton business has created this opportunity for a commercially aware young accountant to join the management team, which is led by the MD and founder.

The Controller will inherit an accounting team who handle the existing business effectively using computerised systems on a small network. However the primary focus will be associated with the £20m investment in expanding the operation over the next five years. The person appointed will play a key part in controlling this development and in its commercial exploitation.

Candidates, who must be qualified, should have relevant project management experience and be computer literate. There are excellent long term prospects in this lively, entrepreneurial company. To apply, please write to Mike Smith, enclosing full career details and quoting ref. GV/2.

KPMG

Peat Marwick McLintock

Executive Selection and Search

Abbots House, Abbey Street, Reading, Berkshire RG1 3BD.

THE FALKLAND ISLANDS COMPANY LIMITED

CHIEF EXECUTIVE

To be resident in Stanley, Falkland Islands

c.£45,000+Housing+Benefits Package

Following the acquisition of The Falkland Islands Company Limited ("FIC") by Anglo United plc in August 1989, the management structure of FIC is to be strengthened by the appointment of a Chief Executive to be resident in Stanley.

FIC was incorporated by Royal Charter in 1851 and is the major trading force on the Islands. Together with associated companies, its turnover in 1988 was £15m, arising principally from retailing, the farming of 800,000 acres, wool marketing, shipping and deep-sea fishery services.

In recent years the Falkland Islands have enjoyed a period of substantial economic growth. Government revenues now amount to some £40m, a marked increase over less than £1m at the beginning of the decade. Through undertaking an active investment programme, the successful applicant for this very independent command will lead FIC into the 1990s, so ensuring that the company continues to play a major role within the Islands.

The selected candidate will be a first rate entrepreneur. An innovative approach combined with strong management skills is of paramount importance. Though not essential prior experience of the construction/contracting industry or of international trading may be preferred. A track record of success to date must be demonstrated.

The remuneration package (including share options, education, housing and travel) will be constructed to meet the requirements of the successful applicant, who will enter into a contract for an initial period of up to three years.

Applicants of either sex should send their CV, marked "FIC—to be opened by addressee only", to

H S Muirhead Esq., Company Secretary,
Anglo United plc,
Newgate House,
Broombank Road, Chesterfield
Derbyshire S41 9QJ

ANGLO UNITED plc

Outstanding Career Opportunity in the North West

Finance Director

{ c£40,000 + Car }
+ Benefits

This fast growing subsidiary of one of the UK's major retailers is planning further expansion of its furniture retail chain. Currently operating from over 40 stores, situated throughout the UK, the company is undertaking a major investment programme in EPOS and other computerised retailing systems.

To support this exciting programme, our client wishes to appoint a forward looking Finance Director to provide the overall direction and

management of these plans. In addition the Finance Director will work closely with the other members of the senior policy making team to develop further the corporate strategy, leading the company towards stock market flotation.

Candidates must be experienced senior accountants who have gained substantial experience of controlling the finance and IT functions in a fast moving, market driven company. This is an outstanding career

opportunity for someone preferably aged 30-45. Applicants should write with career details, age and current salary quoting reference MCS/8871 to: Julie Erwin Executive Selection Division Price Waterhouse Management Consultants York House York Street Manchester M2 4WS

Price Waterhouse

New Strategic Role

HEAD OF OPERATIONS AUDIT

Major UK Construction Group

Mid-Cheshire base

£27-30,000 package + car + benefits

Having achieved rapid growth in the last few years, our client Group has an enviable reputation for success in a highly competitive and commercial marketplace. They are now pushing ahead strongly with a policy of diversification into new areas of activity. In order to exercise tighter control over operational and financial systems of these increasingly varied business interests, this new position has been created for an experienced professional to join the top financial team at its rural Head Office.

In this important new role, you will design and implement a strategic review programme to examine key operational functions within the Group, highlighting major areas for attention and directing your multi-disciplined team as necessary. Your recommendations will form the focus for specific executive action. In addition, your team will undertake special investigative projects and appraisals, sometimes sensitive in nature.

The scope of the role will necessitate travel primarily in the North West, but also further afield within the UK. The role demands a dedicated qualified accountant with outstanding drive and determination. Sound technical skills and broad systems experience are important, and may have been gained within the profession in the first instance. Above all, you will be able to adopt a pragmatic and thoroughly commercial approach.

This is an exceptional opportunity to exercise your professional expertise, including organisational ability, within a substantial Group.

Please apply to our Manchester Office, where your contacts are Audrey Shaw or Dudley Harrop. Ref: MK167.

ASB
ASB RECRUITMENT LTD

Armetrust House, Spring Gardens
Manchester M2 1EA
Tel: 061-634 0618 Fax: 061-632 9123

A Division of ASB Remuneration Plc

FINANCIAL CONTROL MANAGER

LONDON - Package not less than £30,000

You are a recently qualified "big eight" accountant, and looking for a real challenge on your way to becoming a Finance Director.

Our client is a major and progressive legal practice which has shown dramatic growth over the last few years. Partners and staff now number about 400.

You will report to the young, newly-appointed Finance Director, and will have total responsibility for the budgetary process. You will set up the systems, control the income and expenditure budgets, report variances, and be responsible for cash-flow forecasting.

The position will be very high profile in the practice at partner level, both in the U.K. and abroad; you will therefore need, despite your youth, to display maturity and diplomacy coupled with tenacity. Experience of computer modelling and the use of computer graphics will be an advantage.

Please send a comprehensive c.v. including salary history and day-time telephone number, quoting ref. 3086, to Bruce McKay, Executive Selection Division.

Touche Ross

5th Floor, 52/54 High Holborn, London WC1V 6RL.
Telephone: 01-353 7361.

Hoggett Bowers

Financial Controller

High Technology Engineering
Gloucestershire,

c£35,000, Car, Benefits

This organisation is a world leader in its field and a highly successful subsidiary of a major international plc. With a turnover of £17m and fast growth projected into the '90s, the company is enhancing its position through dedicated policies aimed at building on its outstanding reputation for service and quality. Leading a department of 14 staff, this senior finance position has a key role in this growth, working closely with the executive team on commercial and strategic decisions. You will be responsible for all aspects of finance and administration including budgeting, forecasting, co-ordination of business plans and further development of information systems throughout the company. Aged 28 or over and fully qualified, you will currently be occupying a similar finance role, ideally in the manufacturing industry. Strong in character and intellect, you must be a tenacious and self-motivated individual, eager for change. To ensure that corporate objectives are secured your interpersonal and communication skills must be of the highest order. Prospects for career development are excellent and a relocation package, together with other significant benefits, further enhances this exciting opportunity.

A.E. Philippos, Hoggett Bowers plc, 11-12 Queen Square,
BRISTOL, BS1 4NT, 0272-298433, Fax: 0272-270714. Ref: D15023/FT.

Finance Director

Southern Scotland,

c£33,000, Car

You will be fully responsible for the financial and MIS functions of this prestigious subsidiary of a US owned, globally represented multinational. Engaged in the continuous process manufacture of high technology products and materials, the organisation addresses the European market and your brief will encompass the financial control of a number of European operations in this respect. Reporting to the managing director, you will be an integral part of a small, dynamic executive team charged with the responsibility of strategically developing the European business into the next decade and beyond. Both the financial reporting and forecasting systems are sophisticated and effective, and there is a strong interface with the US parent, overseas travel being involved. Candidates, aged over 30, will be qualified accountants with a proven, senior level financial management background which has been gained in the manufacturing sector. Experience in the implementation and development of integrated computerised accounting systems is highly desirable. We seek a mature committed professional who can grasp this outstanding opportunity where longer term career moves into general management are implied.

K.H. Thompson, Hoggett Bowers plc, 4 Mosley Street,
NEWCASTLE UPON TYNE, NE1 1DE, 091-232 7455, Fax: 091-261 8438. Ref: N12142/FT.

Finance Controller

Engineering

West Yorkshire,

c£24,000, Car

This £12m turnover private heavy engineering organisation based in West Yorkshire now have an opportunity for a qualified individual to control the financial aspects of this business. Reporting to the board of directors, you will be responsible for management accounts, financial accounts and the cost accounting functions of this growing organisation. Aged 30-40 years you will be ACMA qualified with experience of an engineering based organisation. In addition your experience will embrace computer systems development, standard costing, stock and material control systems. On the personal front you are likely to be an instigator with flair and vision in this role which demands a strong commercial approach to finance together with strategic input to the company direction. Rewards and the prospect for advancement are excellent as are the conditions of employment.

J. Bewley, Hoggett Bowers plc, Bank House, 100 Queen Street,
SHEFFIELD, S1 2DW, 0742-731241, Fax: 0742-731231. Ref: S11023/FT.

These positions are open to male or female candidates. Please send c.v. or telephone for a Personal History Form to the relevant office, quoting the appropriate reference.

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR and EUROPE

FIRST TECHNOLOGY PLC

Group Financial Accountant

Chertsey, Surrey

to £27,000 + FX Car

First Technology Plc is a fast expanding international group with activities ranging from the styling and designing of cars to the manufacture of sophisticated fire and security systems. Each company within the group operates at the leading edge of its chosen technology, and many are market leaders.

Substantial growth in recent years, achieved through a combination of fostered organic expansion and carefully chosen acquisitions, has created a post within the Head Office. As one of a four member general management team, you will be responsible for:

- * reporting of all consolidated financial and management information to the Board
- * consolidation and reporting of all budgets and forecasts
- * continual review of all management reporting systems

* assisting senior management in the evaluation of capital and business acquisition proposals and making recommendations thereon
* acting as the controller for one of the subsidiaries. The successful candidate will be aged 25-32, a qualified ACA/ACMA/ACCA, ideally with post qualification experience within a public quoted company. Essential personal qualities will include a disciplined approach, well developed interpersonal skills, as well as the adaptability and flexibility to succeed within an informal but professional environment.

Interested candidates should submit their CVs to Sajid Baloch MBA, at Michael Page Finance, Cygnet House, 45-47 High Street, Leatherhead, Surrey KT22 8AG, or telephone him on (0372) 375661. Fax (0372) 370101.

MP
Michael Page Finance
International Recruitment Consultants

Handwritten note: 15/12/89

Financial Controller

Berkshire

c£33,000 + Car

Our client specialises in the marketing and distribution of high quality consumer electronics products and with a strong multinational base is brand leader in its field. Continuing growth and diversification have resulted in a current turnover of £50 million in the UK.

Reporting to and working closely with the UK Managing Director, you will assume full responsibility for the financial control of the business including planning, budgeting, management reporting, cash management and computer systems development.

The successful candidate will be a qualified accountant (ACMA, ACA, ACCA) demonstrating

a high level of technical ability together with assertive interpersonal and management skills. Previous exposure to a multinational environment would be preferred.

Candidates with the potential to succeed in this dynamic organisation will be offered an attractive remuneration package together with generous relocation expenses where appropriate.

Applicants who believe they can match our client's demand should submit their curriculum vitae to Paul Boardman ACMA at Michael Page Finance, Windsor Bridge House, 1 Brocas Street, Eton, Berkshire SL4 6BW.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

International Auditor

South Hertfordshire

to £30,000 + Car

Diversey (Europe) Limited is the European subsidiary of a major Canadian corporation with a turnover in excess of \$1 billion and is a worldwide supplier of cleaning systems and products. Reporting directly to the Director of Finance - Europe, based at its European Headquarters in Watford, you will be responsible for:

- * development of the audit function
- * special investigations (reporting systems, pricing, treasury management, acquisitions, etc)
- * assisting with the preparation of financial and management reports, regional plans and budgets.

This high profile role will involve liaison with senior management and extensive travel - 50-75%, throughout Europe (eg France, Spain, Italy). In addition to good interpersonal skills, candidates should be qualified ACA, ACMA or ACCA, aged 25-35 and able to demonstrate a proven track record of audit experience. Language skills, particularly French, although not a prerequisite would be a considerable advantage.

Interested candidates should write, enclosing a full CV, to Helen Wallis at Michael Page Finance, Centurion House, 136-142 London Road, St Albans, Herts AL1 1SA. Alternatively, contact her on 0727 65813.



Michael Page Finance

International Recruitment Consultants
London Bristol Windsor St Albans Leatherhead Eton gham Nottingham
Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

PROPERTY ENTERPRISE MANAGERS LTD.

THE CREATORS OF THE PROPERTY ENTERPRISE TRUST

RECENTLY QUALIFIED
CHARTERED ACCOUNTANT
WITH MARKETING FLAIR

LONDON

£30,000 + Bonus + Car

This unique opportunity is to work with the marketing team of this multi-million pound financial services organisation, market leaders in their field, renowned for the innovative development of tax effective investment products.

Business growth opportunities are immense and the Executive Directors are seeking to appoint another Chartered Accountant to provide advice and support services to Senior Advisors in Accountancy firms, Directors of companies and independent advisors.

The successful candidate will probably be in their mid to late twenties, either from practice or with commercial experience. The role will appeal to a person who would like to develop their marketing skills and accordingly must have good communication skills, personal presentation and the confidence to handle high profile clients.

The rewards include a salary of £30,000 plus a performance related bonus and can include a car when required.

For further information in strict confidence, please contact Raj Munde A.C.A. on 01-240 1040 or forward a detailed résumé to our London office quoting reference no. 9/722, Morgan & Banks Search and Selection Plc, 114 St. Martin's Lane, London WC2N 4AZ.

Morgan & Banks

LONDON WASHINGTON SYDNEY AUCKLAND

FINANCIAL STRATEGY

Central London

c. £45,000
+ Substantial Benefits



Our client, a major US corporation, operates worldwide in FMCG and boasts revenues approaching \$3 billion.

The corporation has taken a proactive stance to the formation of a single European market and has made substantial funds available for investment to expand this significant area of activity.

London will be the centre of all European business initiation and reporting directly to the Managing Director, the incumbent will evaluate and investigate potential acquisition targets as part of a team of business professionals committed to rapid growth in the next two years. Other vital responsibilities will include business strategy, new product evaluation, marketing/advertising policy and organisational issues.

This key role requires the intellectual and perceptive attributes of an entrepreneur able to cut through normal reporting issues to identify each target company's potential and the consequences of instigating change.

The successful candidate, aged to 40, will be a qualified accountant, lawyer or MBA/management consultant with a broad range of corporate finance experience gained in commerce, industry, banking or practice. Other essential attributes include the personality to negotiate with executives at the highest level, superb personal presence and a sharp intellect.

With the support of a small team, there will be significant European travel. The position offers a first-rate performance-related package and unique international exposure.

Interested candidates should write enclosing curriculum vitae to Michael Herst or Patrick Porter quoting Ref: MH89.

HARRISON WILLIS

FINANCIAL RECRUITMENT CONSULTANTS

Cardinal House, 39-40 Albemarle St., London W1X 3FD. Tel: 01-629 4463.

PQE

N.E. KENT

c£28,500

NR WINDSOR

c£27,000 + Car

Production Accountant

This world market leader with massive resources, operational network and product base offers a hands on role with a difference. Instead of accountants, your key working colleagues will be technical experts and support staff of widely varying seniority, and your job satisfaction will come from seeing end-products developed and distributed from scratch. An excellent package is guaranteed. Ref: 61315

Contact the Manager: 28 High St, Bromley 01-290 6688 Fax: 01-464 6696

Financial Accountant

This Pan-European financial services organisation, whose client base is heavily blue chip, offers a management opportunity that is a good medium term career move. Full control of financial accounting will be supplemented by a significant contribution in the areas of management reporting and analysis. Overall, a rare chance to develop financial services expertise while avoiding the drudge of city commuting. Ref: 662311A6.

Contact the Manager: 9 Peascod Street, Windsor 0753 851447 Fax: 0753 850899

Post Qualification Experience - send your CV or phone the appropriate Manager or our Specialist PQE Career Advisers on 01-256 6496 (24 hour answering service) for an application form now. Reed actively promotes Equal Opportunities.

REED...

accountancy

MANAGEMENT CONSULTANT

London N10

c£25,000+Car+Benefits

Ind Coops Taylor Walker is a highly successful subsidiary of Allied Breweries Ltd, the brewing and retailing division of Allied-Lyons Plc. They are seeking to appoint a Management Accountant to head up the management accounting team. The Management Accountant is responsible for the financial evaluation of potential acquisitions, developments and major projects as well as financial planning, budgeting and provision of monthly information to the Board. This is an excellent opportunity for a Qualified Accountant to join an expanding company and become a key member of the management team.

STEP IN THE RIGHT DIRECTION

Essex

to £23,000

Newly or recently qualified and looking for a rewarding career with a progressive practice? This leading firm of accountants with offices throughout the country needs lively, commercially minded accountants keen to take responsibility for an expanding portfolio of new and developing companies. This calls for a high degree of professional commitment to meet a demanding and varied range of financial briefs. A steady programme of expansion, means career prospects are excellent for the right people.

Accountancy Personnel

You don't just count you matter

Hays

ACCOUNTING MANAGER

Greater Ipswich Area

neg to £25K + bonus

Our client, a well-established engineering company with a good growth record based on quality products, wishes to appoint an Accounting Manager/Company Secretary, reporting to the Managing Director, to be responsible for Systems and Procedures, Reporting Procedures and Company Secretarial Duties.

The successful candidate will be a qualified accountant (CA, CMA or CMA) with experience of manufacturing industry and, ideally of medium-sized companies. He or she will have excellent communication skills with the initiative and presence appropriate to a senior management appointment in a company of high repute. Age is not important, but this could be an excellent career move for a young accountant.

Salary negotiable to £25K, plus bonus. Car, Pension, Medical Insurance, Relocation assistance.

For further details please write to Mrs. Pat Berry, 31 Consultants Limited, 3 The Billings, Walnut Tree Close, Guildford, Surrey GU1 4UL, quoting ref: TS/887.

3i Consultants Ltd

A WEALTH OF EXPERIENCE

BUSINESS DEVELOPMENT EXECUTIVE

Midlands

ACA/AIB

c£30,000 + Benefits

Our client, a major force in international corporate banking, has been developing a strong client base in the Midlands. With a successful track record and ambitious growth plans the bank is looking for an individual to develop business and investment opportunities within the Midlands.

Specifically the role will involve identifying and evaluating commercial opportunities, generating and assessing proposals and negotiating and structuring finance packages.

The successful candidate will need to be a financially astute self-starter with the ability to work under minimum supervision. As negotiations are likely to be at main board level, the presence and confidence to deal with senior management is essential.

The incumbent is likely to be 27 to 35 years old and have a background in investment or international corporate banking, or alternatively within a "big 8" firm of Chartered Accountants, preferably within corporate finance. Although a detailed knowledge of banking instruments is not a prerequisite, a desire to understand and develop business in the Midlands is essential.

The package includes a high base salary and all the benefits associated with an international bank. Relocation assistance will be available if necessary.

Interested applicants should call Mark Gilbert ACA on 021-200 5800 (8am-8pm) or write, enclosing details, to the address below.

ROBERT WALTERS ASSOCIATES

RECRUITMENT CONSULTANTS
Berwick House 35 Livery Street Birmingham B3 2PB
Telephone: 021-200 5800

Finance Director

International Airline

c.£75,000 package.

Valuable options.

Exceptional potential for a tough financial professional to make a substantial capital sum and share in the success of a very fast growing, strongly backed private airline.

THE COMPANY

- Well capitalised, privately held airline with substantial and growing schedule, charter and ancillary services.
- Core passenger franchise with established and growing route network.
- Tight Head Office team with long history of airline management.

THE POSITION

- Responsible for all aspects of accounting policy, financial control and Treasury, reporting to the Managing Director.
- Management of a sizeable, qualified accounting team demanding strong implementation of systems and accounting procedures.
- Close liaison with the group aircraft company and banks on the funding and management of the aircraft fleet.

QUALIFICATIONS

- Graduate Chartered Accountant, with successful track record in the airline or tour operating industries.
- Strong financial and management skills backed by tough "no nonsense" approach. Age is open.
- Highly motivated manager looking for real capital accumulation opportunity with short time horizon.

THE REWARDS

- Excellent package with options and full executive benefits.
- Potential for real capital gain.

Please reply in writing, enclosing full cv, Reference F44765
54 Jersey Street, London SW1Y 6LX.

N-B SELECTION LTD

LONDON - 01-493 3383
BIRMINGHAM - 021-233 4656 - GLASGOW - 041-204 4334
SLOUGH - 0753 694844 - HONG KONG - (HK) 5 217133

Financial Controller

c.£42,000 package

East Midlands

Opportunity for dynamic qualified accountant to implement change as head of finance function in a significant division of a blue chip plc.

THE COMPANY

- Turnover approaching £80m. Successful division of leading plc. Profitable.
- Distributes wide range of products to well targeted specialist markets from central warehouse. Smaller multi-site manufacturing operations.
- Commitment to strengthen financial function and systems.

THE POSITION

- Report directly to M.D. Lead 40+ strong team. Key member of Management Board.
- Fully responsible for all financial budgeting, reporting, control and analysis.
- Major challenge to enhance financial controls in recently restructured operating units.

QUALIFICATIONS

- Qualified accountant. Ideally aged mid-30's to mid-40's.
- Senior experience in distribution business essential. Knowledge of manufacturing desirable.
- Tough manager of change. Good communicator. Technically excellent.

THE REWARDS

- Major career opportunity in key area of highly regarded plc.
- Very attractive salary, profit share and fringe benefits.

Please reply in writing, enclosing full cv, Reference BH3052
NBS, Bennetts Court, 6 Bennetts Hill, Birmingham B2 5ST.

N-B SELECTION LTD

BIRMINGHAM - 021-233 4656
LONDON - 01-493 3383 - SLOUGH - 0753 694844
GLASGOW - 041-204 4334 - HONG KONG - (HK) 5 217133

GROUP FINANCIAL CONTROLLER

To retain a corporate perspective on a complex divisional structure

c.30,000, bonus + car

Midlands

Our client company, a highly profitable subsidiary of one of the UK's better known multi-nationals, turns over some £30 million, in products which are coreceptual rather than tangible. We are looking for an experienced accountant to shoulder corporate responsibility for all management information and financial reporting—a role which will become easier and will certainly be performed more effectively if the appointee has a clear-sighted understanding of divisional issues. Ideal candidates, probably around thirty, will have the qualification and experience which will enable them to make the basics simple—and to keep them that way. They will already have managed a finance function in a service environment, and they will relish a culture which is vibrant, intelligent and dedicated to making things happen. The very best candidates will be distinguished by a hunger for improvement and the determination to achieve it by innovation. Please send full career details, quoting WE 9220, to Dave Denny, Ward Executive Limited, Academy House, 26/28 Sackville Street, London W1X 3QL.

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APPOINTMENTS ADVERTISING

Appears every Monday, Wednesday and Thursday

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Nicholas Baker ext 3351
Elizabeth Arthur ext 3694

Senior Tax & Legal Advisor

France

Corporate Finance

Based in Paris you'll be working for a major international banking group in their investment banking division.

As part of a team of mergers/acquisitions specialists, responsible for providing a transaction based service to corporate clients based in France and worldwide, your role will involve outlining proposals, structuring and handling the tax and legal aspects concerning cross-border transactions.

You'll need an imaginative and creative approach to transactions, based on a sound understanding of Anglo-Saxon techniques.

Aged 30-35, you'll be a qualified lawyer with a knowledge of tax and at least 5 years' post-qualification experience. Your background will probably be with an investment bank, a multinational corporation, or an international law firm.

This position requires an autonomous approach as well as excellent inter-personal skills. A good level of French is essential.

Please send CV and handwritten letter to Frédéric Foucard at



Michael Page International,
10, rue Jean Goujon - 75008 Paris.
Tel: 010 331.42.89.30.03.

Michael Page International

International Recruitment Consultants
London Amsterdam Eindhoven Brussels Antwerp Paris Lyon Sydney Melbourne

Manufacturing Accounting Manager

Midlands,

Highly Attractive Salary, Car, Benefits

This wholly owned subsidiary of a group with a turnover of around £1 billion in the automotive industry is seeking to strengthen its finance team by recruiting an accountant of the highest calibre. Reporting to the Financial Controller you will be managing a small team with the main responsibility being to understand and work closely with manufacturing to generate and improve solutions to meet accounting requirements. Preferably aged 28-40 you will be qualified with at least three years experience in a complex fast moving manufacturing environment. Candidates will need to be able to demonstrate excellent leadership and communication skills. This is a significant opportunity to play an important role in the company that has specific career plans. The benefits include a two litre car and relocation assistance where appropriate.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to, G.J. Deakin, Hoggett Bowers plc, 13 Frederick Road, Edgbaston, BIRMINGHAM, B15 1JD. 021-455 7575, Fax: 021-454 2338, quoting Ref: B18115/FT.

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR and EUROPE
A Member of Blue Arrow plc

FINANCIAL CONTROLLER OPERATIONS

London

To £35,000 + bonus + car

Cellnet has become a household name in five years, an achievement based on a compound growth rate of 100% per annum. It operates one of the world's most technologically advanced mobile communications networks and will be a key participant in the Pan European cellular system planned for the 1990s. Currently it is investing £4m per week in the network in order to service its expanding markets.

Reporting to the Finance Director, this new appointment supports the operations and technical functions. The priority is to assess the information and control requirements of the function in order to develop appropriate performance measures and provide an integrated financial management and control service. Supported by a separate centralised accounting group, the Financial Controller,

Operations will be expected to work closely with line managers, facilitating their evaluation of tactical and strategic business options.

Candidates must be qualified accountants, probably aged between 30 and 40. Your experience should include exposure to large company disciplines, ideally in a manufacturing or a technology driven environment. Good communication skills, strategic awareness and self motivation will ensure success in the role.

Please reply in confidence, giving concise career, personal and salary details to Heather Male, quoting Ref. LA72.

Egor Executive Selection,
88 St. James's Street
London SW1A 1LD (01-629 8070)

EGOR
EXECUTIVE SELECTION

United Kingdom · Belgium · Denmark · France · Germany · Italy · Netherlands · Portugal · Spain · Sweden

ST HILDA'S COLLEGE, OXFORD Appointment of Treasurer

Applications are invited from men and women with accountancy qualifications for the full-time post of Treasurer in this women's college from 1st February (or as soon after as possible) to be responsible to the Governing Body for financial planning and control. Full particulars should be obtained from the Principal, St Hilda's College, Oxford OX4 1DY, to whom applications (8 copies) should be submitted by 5th January.

INTERVAL INTERNATIONAL

require a MANAGEMENT ACCOUNTANT

Interval International Ltd are the World's Quality Timeshare Exchange Network providing outstanding services to the Timeshare industry and its clientele. In keeping with the massive growth of the Timeshare industry, Interval is also rapidly expanding. Thus we are in the process of restructuring all of which is designed to strengthen our Management Team. Hence we require an ambitious committed individual who will want to develop his managerial skills in the future.

The Role:
• Preparation of financial budgets and forecasts
• Performance reporting "Credit Control System" Payroll.
• Office services "Financial proposals for projects."

The Person:
• Ambitious, innovative "25-45" Managerial experience.
• Willing to travel "Qualification - ACA or ACMA"

The Rewards:
• Salary c.£25,000 and Bonus "Free Family Private Health."
• Excellent Travel Concessions "Career Development."
• Interest-free Annual Season Ticket Loan.

Please send a full Curriculum Vitae to:
Director of Operations,
Interval International Limited,
Agriculture House,
28-31 Knightsbridge, LONDON SW1X 7LY

Audit & Compliance Manager

A route into Merchant Banking

City

£30k - £35k + car + banking benefits

Our client is a prestigious UK merchant bank and a member of a broadly based major European financial services group. As part of their plans to strengthen their management team they are now looking for an ambitious accountant who will initially assume responsibility for the Audit and Compliance role as a route into merchant banking.

Reporting to both the Finance Director and the Compliance Director, your key tasks will be to review and develop both the existing internal audit role and the compliance function to provide a sound basis for the Bank's planned expansion. This will involve you across the full spectrum of the Bank's interests and will include occasional overseas travel.

A qualified accountant in your late 20's/early 30's you are likely to be either in a similar role in another financial

institution or a senior position within the Profession. You must be familiar with auditing sophisticated computer systems and have a sound knowledge of the FSA and TSA requirements. You should be able to command respect at all levels, have excellent communication skills, an enquiring mind, and the ability to think clearly and logically.

In addition to the above salary the position includes substantial benefits such as a quality company car, non-contributory pension and life assurance scheme and family PPP.

In the first instance contact Bob Gunning, Senior Consultant, at Austin Knight Selection on 01-439 5745 (01-494 1093 evenings/weekends). Or write to him enclosing your detailed CV, at Knightway House, 20 Soho Square, London W1A 1DS, quoting reference number 2021/JRG/89.

Austin Knight

New Appointment

Financial Controller

LONDON W1
c.£35,000 + Car

We are recruiting on behalf of Telfos Holdings, an entrepreneurial and rapidly expanding plc, concentrating mainly in the field of locomotive and rolling stock manufacture for a variety of industries, including the Channel Tunnel. The group is beginning to diversify strongly into other clearly defined areas. Success can be gauged by the fact that both turnover and profits rose by over 200% in the last completed financial year. Exceptional growth is being maintained.

A Financial Controller is required to lead a small team taking responsibility

for all statutory and management accounts preparation, the consolidation of group budgets and the preparation of board papers. The successful candidate should also be prepared to undertake ad hoc trouble shooting assignments at short notice, probably in newly acquired companies.

This is a new position which calls for a young ACA with an eye for detail, a competent self starter who probably qualified around two years ago with a major professional firm. An appreciation of business and a highly commercial attitude are essential as the continued

growth of the group is likely to open up very much more senior opportunities within fairly short timescales.

Candidates should write including full career and salary details quoting reference MCS/8872 to: Jim Mitchell Executive Selection Division Price Waterhouse Management Consultants Livery House 169 Edmund Street Birmingham B3 2JB

Price Waterhouse

Handwritten note: هدى اعداها

Schroder Ventures
Increasing your chances

Schroder Ventures has an enviable reputation as one of the fastest growing, most innovative and experienced venture capital teams in the market. There is a clear commitment to high standards in its operations which is reflected throughout its recruitment philosophy. The company now seeks to recruit an additional executive to join the existing team of exceptionally high calibre individuals.

Venture Capital

ACA/ACMA

London

c£40,000 + Bonus

Operating within an existing team the individual will contribute to the success of companies, from small start-ups to major management buy-outs. This will involve the evaluation of business plans, appraisal of management and analysis of the market place in order to assess the potential investment for its commercial viability.

Candidates will have gained first class academic qualifications in a science or engineering discipline and will have had practical experience in a line capacity within an engineering or industrial organisation. In addition individuals should be qualified accountants with at least five years' experience, of which, at most, two will have been as an auditor and a further three in a commercial accounting role. Proven managerial experience and fluency in German or French would be a distinct advantage.

As important as qualifications and experience is a strong commercial outlook. In addition, the ability to develop relationships and communicate at all levels is essential. As a result these positions offer a highly competitive remuneration package with substantial bonus potential, a car and non-contributory pension.

Please contact our retained advisor Penny Bezziah on 01-831 2000 or write to her at Michael Page City, 39-41 Farkler Street, London WC2B 5LH.

MP
Michael Page City
International Recruitment Consultants
London Park Avenue House, Strand, London WC2R 2LH

Chief Accountant

London c £20,000+bonus

Our client is the International Operations of a Canadian Group involved in the merchandising side of the entertainment industry. With a current turnover in excess of £18 million, the International Operations organisation now requires a Chief Accountant.

Reporting directly to the Director of Finance and Administration, the successful candidate will have two accounting clerks and be responsible for the supervision and direction of all financial reporting for operations. Duties will include maintaining personnel records and preparing payrolls, assisting in the co-ordination of strategic plans and annual business plans, and maintaining and implementing computer systems.

Working in a dynamic environment, this position offers an exciting opportunity for the right person to develop into a more senior role. Ideally aged 23 - 28 and currently studying for ACA/ACCA, the ideal candidate will have 3 - 5 years experience in a similar business environment.

If you believe you have the interest and the qualifications to meet this exciting opportunity, please send your CV and a covering letter (including day-time telephone number), quoting ref: FT127 to: J. David Preston

ROBSONRHODES
Chartered Accountants
Management Consultancy Division
186 City Road, London EC1V 2NU

Financial Controller

Hampshire Coast - Leisure

c£28,000 + car

Our client is a highly regarded major UK leisure company and a quoted plc. As a direct result of expansion and growth this new appointment is to be made at the centre of a key £200m turnover division.

Reporting to the Divisional Finance Director the successful applicant will be responsible for all matters relating to financial and management accounting for the division. The role will encompass the review and analysis of data, the improvement of quality and speed of financial information and provide strong support to the Finance Director in determining future systems strategy and business development opportunities.

Candidates will be qualified accountants, age indicator 27-32, who can bring sound technical expertise to the division coupled with a commercial outlook. Strong communication skills are essential as this new role will require considerable liaison with the senior management of the Division and to contribute as a member of that team.

This is an excellent opportunity to join a lively, expanding company and full relocation to this attractive part of the south coast will be provided where appropriate.

Please write or telephone enclosing a full resume quoting ref. 350 to:
Philip Cartwright FCMA
97 Jermy Street
London SW1Y 6JZ
Tel: 01-839 4572

Cartwright Hopkins
FINANCIAL SELECTION AND SEARCH

GROUP TREASURER

North-West c£35,000 + bonus + car + executive benefits

This high-profile, fast-moving Group of companies operates throughout the UK, with headquarters in the North-West. It manufactures for an impressive range of "own label" customers, as well as having its own portfolio of leading brand names, and is pursuing an ambitious development programme to increase efficiency and profitability. The opportunity has now arisen for a high-calibre treasury professional to join the small Head Office team.

Management of cash resources and of the Group's increasing foreign exchange exposures are the key areas. In both, there is scope for the introduction of more sophisticated control systems, which will include liaison and data exchange throughout a complex structure of business units. In addition, the Group Treasurer will be responsible for the funding arrangements of the Group, including maintaining banking relations at senior levels.

Candidates must have sound experience in corporate treasury work, supported by a keen awareness of "bottom-line" fundamentals. An open and communicative personal style will be welcome, together with the confidence and "presence" that will carry weight in external dealings. The Group Treasurer will be working side-by-side with the most senior executives within the organisation and consequently will be closely involved in the planned development of the Group.

Please apply to our Manchester Office where your contacts are Dudley Harrop and Audrey Shaw. MK149

ASB
ASB RECRUITMENT LTD
A Division of ASB Remuneration Pte

Amethyst House, Spring Gardens, Manchester M2 1EA. Tel: 061-834 0618 Fax: 061-832 9123
Also at Birmingham, Leeds, Liverpool, Nottingham and Swindon

FINANCE DIRECTOR

£24000-25000pa plus car

The Shaftesbury Society is a Christian organisation involved with disadvantaged people on a national basis. Due to expansion the key role of Finance Director has been created at the Head Office in Raynes Park, SW London.

The successful candidate will be a qualified accountant with experience in senior financial management. She will have proven leadership qualities, initiative, clarity of mind together with an ability to fulfil some functions with a 'hands on' approach. The ability to extend and enhance the computer system would be an advantage.

The post will be responsible to the Chief Executive and will manage 6/7 staff including the Personnel function.

In the first instance, applicants should apply with a full CV to Paul Mitchell, Shaftesbury House, 2a Ainslie Grove, Raynes Park, London, SW20 0LH. Telephone: 01 946 6635. Closing date 3.1.90. Interview date 26.1.90.

THE Shaftesbury SOCIETY CARRING IN THE NAME OF CHRIST

FINANCIAL DIRECTOR

Our client, part of a major international plc, is a successful and expanding company manufacturing chemical and polymer products for the building industry. Due to internal promotion an opportunity exists for a qualified accountant to head up the accounting and administration functions based in the Northern Home Counties.

Probably aged 30-45, the successful applicant must have sound financial and commercial experience. Proven organisational and people management skills are essential. Experience of the selection and application of mid range computing systems is highly desirable.

£35,000 + BONUS & CAR

In addition to a competitive salary, the company offers a performance related bonus, family BUPA and an excellent pension scheme.

This is an outstanding opportunity for the right person to make a significant contribution to the control and strategic direction of this successful and profitable company, whilst developing their career with a highly progressive group.

Write today with full career details to Syd Halstead at Handley-Walker Group, 32A Weymouth Street, London W1N 3FA and tell him why you should be considered for this challenging appointment.

HUMAN RESOURCE DEVELOPMENT
A Member of the Handley-Walker Group plc

Financial Controller

London c. £40,000 + bonus + car

Highly profitable plc with an impressive growth record in the leisure industry seeks a Financial Controller with a wide ranging remit including the treasury function. This key role provides the opportunity to play an active part in the development of the Company's business plans at a critical time. Preferred age 35 - 42.

Candidates will be qualified accountants with proven experience of 'hands on' control, systems improvement and cash management in a substantial profit centre in the leisure or FMCG sectors. Highly developed technical, man-management and inter-personal skills are required. The ability to adapt to change with enthusiasm and determination in an informal, energetic, results-orientated environment is also essential.

For fuller details write in confidence to W T Agar at JC&R, 104 Marylebone Lane, London W1M 5FU, demonstrating your relevance clearly and quoting 2309/FT.

John Courtis & Partners
Search and Selection

A Finance Director who knows the answers

South Midlands

Our client, established for over 100 years and a leading supplier to the fast food and catering trades, needs answers from an outstanding Finance Director whose financial expertise complements excellent personal skills and who possesses that rare talent for identifying imaginative, but practical solutions.

Consider what our client offers. Challenge, in a word. Under new ownership the past twelve months has seen financial restructuring, substantial expansion and the recruitment of a 'heavyweight' management team.

Plans incorporate growth by acquisition and will include you. They offer the opportunity to play a key role in the Group Management Team as it manages the growth and to help implement those answers - by asking the right questions. You'll investigate new acquisitions, analyse company performance and present effective management information.

Joining will not be easy. You'll need to be a qualified accountant, probably aged between 30 and 40, with a high flier's track record - ideally including a period in consultancy - and excellent personal skills.

c£55,000 + car + benefits

An impressive background indeed, but essential to cope with the demanding work. That's why the remuneration package is impressive (competitive salary, relocation, bonus, BUPA, pension). Though we know that the challenge of the position will be your greatest reward.

If you're ready to provide answers and enjoy asking questions write now to:
A.L. Bott, Managing Director,
Anderson Smith Management Personnel Ltd,
Anderson House, 50 Bridge Street,
Northampton NN1 1PA.
Telephone 0604 34365
(24 hour answering service)

Anderson Smith
RECRUITMENT, SELECTION & SEARCH
LONDON, NOTTINGHAM, NORTHAMPTON

AS

should start asking questions

HIGH PROFILE CORPORATE ACCOUNTANT

c£24,000 + CAR + EXCELLENT BENEFITS ESSEX

ESSEX WATER COMPANY, a privately owned multi-million pound enterprise, is committed to positive implementation of change, maximising the exciting developments occurring within the industry.

This newly created role will appeal to an enthusiastic, recently qualified Accountant who wishes to gain exposure to the highest level of management within an extremely commercialised environment.

The key objective will be to provide the Director General and senior level management with the information, advice and interpretation required for the new regulatory requirements.

Excellent communication skills and the vision to take a strategic view will be essential, as is the ability to develop computerised planning models. A generous remuneration package reflects the importance of the role.

Write with full C.V. quoting Ref. FT/HA, to: CAROLYN CLARKE, PER, 1 High Street, Chelmsford CM1 1YN or phone (0245) 268234 to discuss.

PER RECRUITMENT CONSULTANCY

FINANCIAL DIRECTOR

Rural Midlands

This acquisitive, expanding business is a leading player in highly competitive consumer markets which it accesses via the multiple retailers. Part of a household name public group, the division has a turnover of £120m and is made up of several profit centres. Its organic growth and acquisition plans ensure excellent short term opportunities for additional responsibility and status.

The Financial Director is responsible for a centralised accounting, control and financial management function comprising 40 staff. Apart from managing these activities, the person appointed will work very closely with profit centre managers, providing planning and analysis to focus their attention on performance, customer profitability and production efficiency. He or she will play a key part in managing change in this successful, dynamic business.

£40,000 + bonus + car

The person sought must be capable of developing quickly into a larger role. Consequently, candidates must demonstrate a track record of increasing responsibility and a breadth of financial management experience gained in blue chip, preferably FMCG, companies. You must have good communications skills, commercial judgement and a real commitment to your own and your company's goals. A qualified accountant, you are likely to be in your early/mid thirties.

Please reply in confidence, giving concise career, personal and salary details to Kate Edwards, quoting Ref. L470 at Grosvenor Stewart Executive Search, 58 St. James's Street, London SW1A 1LD. (Tel:01-493 1045).



ABU DHABI NATIONAL OIL COMPANY

ADNOC is one of the major oil companies in the World controlling the Exploration, Production and Processing of Oil, Gas and Associated Products in Abu Dhabi and the Marketing of ADNOC's hydrocarbon products.

The Company wishes to recruit suitably qualified candidates for the following positions:

SENIOR SYSTEMS ANALYSTS (TWO POSITIONS) Tax-Free Salary US\$ 33,000 - \$ 40,500 p.a + Benefits

To analyse and recommend improved, simplified operating procedures, practices and accounting policies. Formulates and documents financial policies and flow of information. Develops guidelines and procedures for using financial systems. Develops forms in support of approved methods and procedures. Recommends and documents Management information procedures and Financial Limits of Authorization.

The candidate should have a University Degree either in Finance/Accounting (preferably CPA, ACA, ACCA) with a minimum of 8 years relevant working experience preferably with oil or related industries. Excellent English Language skills is essential. Experience of computerised accounting and information systems are preferable.

ADNOC's benefits include family accommodation, furniture allowance, medical care, 42 days annual leave, passage for eligible dependents, educational assistance for eligible children and car purchase loan.

Interested candidates are invited to forward their detailed applications together with photocopies of their education and experience certificates, within three weeks from the date hereof, to:

THE HUMAN RESOURCES DIVISION MANAGER
PERSONNEL DIRECTORATE
ABU DHABI NATIONAL OIL COMPANY (ADNOC)
P.O. BOX 898 - ABU DHABI - U.A.E.

Management Accountant

London,
c £30,000 inc,
Bonus, Car

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, GLASGOW, EDINBURGH, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR, and EUROPE

Our client is one of the UK's leading motor vehicle retailing and distribution groups with a turnover in excess of £220 million through 30 locations, encompassing 10 major quality and volume franchises.

One of their premier Central London dealerships holds a major volume franchise for a full range of vehicles. Equally important to the dealership is service of both revenue and profitability are the substantial Used Car, Service and Parts operations.

They are now seeking to appoint a Management Accountant who will be responsible for heading-up a small Accounting Department. The successful candidate will have the ability to produce timely financial and management information on all aspects of the business and will be a key member of the dealership management team.

Applicants, aged between 25 and 32, should be qualified Accountants with a minimum of 2 years post-qualification experience, preferably gained within the motor industry or allied trades. A working knowledge of computer-based management systems would be a distinct advantage.

The rewards package includes a profit-related salary, the use of a company car, BUPA and a contributory pension scheme. Male or female candidates should submit in confidence a comprehensive C.V. or telephone for a Personal History Form to, C. Grant, Hoggett Bowers Advertising, 1/2 Hanover Street, LONDON, W1R 8WB, 01-495 4565, Fax: 01-495 1037.

SCHOOL OF ORIENTAL AND AFRICAN STUDIES University of London

LECTURESHIP IN ECONOMICS WITH REFERENCE TO AFRICA

Applications are invited from suitably qualified candidates who have a higher degree in economics and a commitment to research in teaching. A proven record in research on Africa, with preferably, an expertise in western or southern Africa is necessary; competence in one of the languages of the region is desirable. The successful candidate will be expected to teach undergraduate and research courses on the economics of Africa, to supervise research students, and participate in the disciplinary teaching of the Department. Disciplinary teaching specialisation should include the areas of Quantitative Methods and/or Elementary and Intermediate Economic Principles. The appointment will date from 1 October 1990, or as soon thereafter as possible. Depending on qualifications and experience, the appointment will be made on the Lecturer A scale (£10,458-£15,720) or Lecturer B scale (£10,014-£12,049), plus London Allowance of £1,650. Membership of the Universities' Superannuation Scheme is invited. Application forms are available from The Secretary, School of Oriental and African Studies, Thornhaugh Street, Russell Square, London, WC1H 0XG. Applicants resident abroad may apply direct to the Secretary in letter form supported by a full curriculum vitae and the names and addresses of three referees. All applications should be submitted by 28 February 1990.

FINANCIAL ACCOUNTANTS

SUBSTANTIAL ASSETS, PHENOMENAL SALES - COULD YOUR SKILLS MANAGE IT?

Excellent salary + car + benefits

Swindon

Motorola is one of the world's most successful and fastest growing companies in the competitive cellular communications industry. With an innovative high technology product range, a progressive outlook and an advanced business environment, the scope for future development is truly unparalleled.

In recent months, our Cellular Infrastructure Division at Swindon has seen a substantial increase in assets and significant growth. In fact, as part of our policy of organic development, our current Financial Accounting Manager has been promoted. To replace him, you'll need to demonstrate the technical abilities and innovative approach necessary to further improve our outstanding business record.

Your focus will be the management of our Financial Accounting services team - key responsibilities will include monthly management/financial accounting, preparation

of reports for external bodies, internal control procedures and management of substantial fixed assets and treasury items.

To succeed, you will be a Chartered Accountant with several years' post-qualification experience as Chief Accountant/Financial Manager level preferably within an electronics environment. An established flat for man management and sound knowledge of US reporting formats will be essential.

In addition to an excellent remuneration package, you'll benefit from the opportunity to play an influential role in the development and management of a rapidly growing business.

If you have the financial skills to make a success of this challenge, please contact The Personnel Department on (0793) 541541 or write to them at Motorola Ltd, Cellular Infrastructure Division, 16 Euro Way, Blagrove, Swindon, Wilts SN5 8YW. Please quote ref. no. FT21.



Financial Controller

c £30,000 Package,
Car, Benefits

This highly successful company is part of a major Swedish industrial multinational with a turnover in excess of £2 billion. Continued growth and restructuring has created this exciting opportunity to join the senior management team at our client's Head Office in Warwickshire.

The company itself has a turnover of £10m and is involved in the field of mineral processing. The post demands that you adopt a thorough 'hands on' approach to the financial affairs of the company at all levels. Candidates must also be prepared to play an important management role in the future development of the organisation.

You will be a qualified accountant with good commercial skills. A practical approach to business problems together with the enthusiasm and ability to contribute to a highly committed team are essential requirements. Your relaxed management style will reflect your excellent interpersonal skills.

The successful candidate will have every opportunity to progress within the group, limited only by their own ambition and ability.

Male or female candidates should submit in confidence a comprehensive C.V. or telephone for a Personal History Form to, J. Jenkins, Hoggett Bowers plc, 13 Frederick Road, Edgbaston, BIRMINGHAM, B15 1JD, 021-455 7575, Fax: 021-454 2338, quoting Ref: B23007/FT.

Hoggett Bowers

BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, ST ALBANS, SHEFFIELD, WINDSOR, and EUROPE

Financial Controller

Evesham c £30,000+car

Our client is in the construction / leisure industry.

With a current turnover in excess of £7 million, the company is rapidly growing and expanding and requires a Financial Controller. This position is a key member of the senior management team and reports directly to the Managing Director.

The successful candidate must be an experienced qualified accountant. Experience in the construction industry and knowledge of computerised costing is essential. The position will have prime responsibility for: establishing and maintaining effective and efficient accounting procedures; preparing all management and statutory accounts; effectively managing cash and forecasting cash requirements; and advising management on strategic and operational financial and treasury matters; establishing and developing appropriate MIS and costing systems.

Ideally aged 27-35, the remuneration will include a car and other benefits.

If you believe you have the interest and the qualifications to meet this exciting opportunity, please send your CV and a covering letter (including day-time telephone number), quoting ref: FT128 to: J. David Preston

ROBSONRHODES

Chartered Accountants

Management Consultancy Division
185 City Road, London EC1V 2NU

GROUP ACCOUNTANT c £27,000 p.a.

An independent retail bank based in Belgravia, requires an experienced accountant to join their management team.

Previous banking experience is not essential but the applicant should have a degree and an accounting qualification.

The position would suit a person with drive and initiative, experienced in the preparation of group accounts and who wishes to work for a company at present employing 14 people but with plans to grow in the 1990's.

Please write with full C.V. to:-

The General Manager
Financial & General Bank PLC
13 Lowndes Street
London SW1X 9EX

Marked Strictly Private and Confidential

Financial Controller

London - Knightsbridge c£32,000 plus car

A highly successful financial services group with diverse interests in the leisure sector seeks a young and ambitious Financial Controller with Board potential.

Reporting to the Managing Director the successful candidate will be responsible for all statutory accounting and management information, compliance, taxation and business planning.

Applications are invited from qualified accountants aged 27 to 32 who can demonstrate excellent communication skills, the ability to thrive in an informal but hard working environment and who have both a flexible and creative approach to business problems and opportunities.

Prospects are excellent and the remuneration package can be adapted to suit individual requirements.

Interested candidates should send a comprehensive curriculum vitae enclosing details of current salary and a day time telephone number, in the strictest confidence to:



Andrew G Sales (Ref 0620)
Director
Hodgson Impey
Search & Selection
50 Pall Mall, London SW1Y 5JQ

FINANCIAL CONTROLLER (DIRECTOR DESIGNATE)

AGE 27-40 LONDON BRIDGE £25,000 + CAR

A long established firm of Lloyd's Insurance Brokers requires a Financial Controller/Finance Director Designate.

The successful applicant will be a suitably Qualified Accountant who will be reporting directly to, and working closely with, The Managing Director.

Please Write Box A1416 Financial Times,
One Southwark Bridge London SE1 9HL

REDUNDANT EXECUTIVES ?

Call : Stephen Price
01-948 0666.



SENIOR CREDIT ANALYST NEGOTIABLE + BANKING BENEFITS

Our client is a successful, international firm of Commodity Traders based in the West End. They are offering a unique opportunity for a high-calibre individual to join a small Credit team.

You will be involved in assessing risk and recommending credit lines, have direct contact with senior management, and work closely with trading, finance and support staff on credit-related issues.

You will be academically bright, articulate and motivated, with highly developed communication skills. You will be a fast learner, persuasive, a lateral thinker, yet able to make sound commercial decisions quickly. A knowledge of financial statements and documentary credits would help establish your credibility, as would an appreciation of current affairs and international trade.

In return you will enjoy an exceptional opportunity to become directly involved in the business, an exciting career path, a competitive range of benefits including a mortgage subsidy and luxurious Central London Offices.

Please write in confidence, sending full career details to Philippe Gardiner or call 01-588 0781. Quote Ref: PG412.

Banking Personnel, 41-42 London Wall, London EC2M 5TB.

Banking Personnel

A Hayes Business Company Limited HAYS

Handwritten signature or note at the bottom of the page.